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## manpower and labour relations

### REVIEW

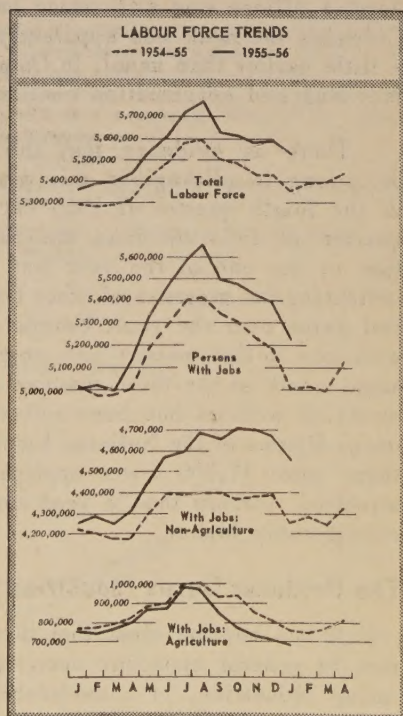
Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

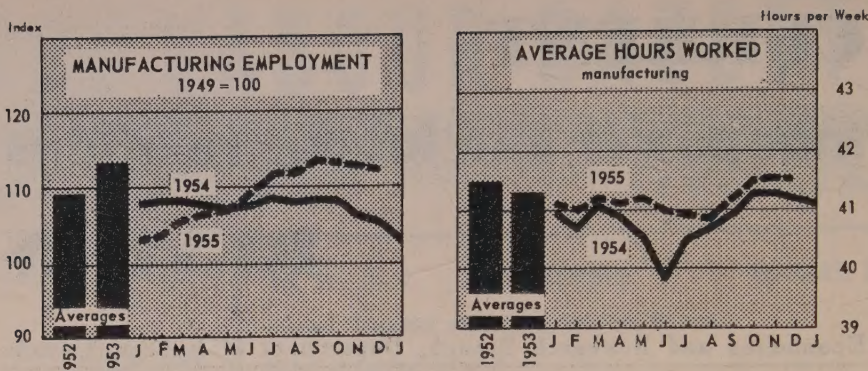
**E**MPLOYMENT showed the usual sharp seasonal decline during January but the underlying condition of the labour market remained strong. Resource development and construction activity generally were at high levels considering winter weather conditions. The employment trend in manufacturing was still rising, although in some producer goods industries it remained relatively low.

January was marked by seasonal slackness in most labour market areas. The usual lull in retail trade and the gradual completion of pulp-cutting quotas resulted in the release of large numbers of workers and winter weather caused a further decline in agriculture and construction. In addition, strikes and shortages of steel caused some layoffs in the central provinces.

Total employment was estimated to be 5,231,000 in the week of January 21, a drop of 157,000 in the preceding six weeks. During this period, the labour force declined by some 71,000, and the number of persons without jobs and seeking work rose by 86,000. This represented an increase of 43 per cent, compared with one of 46 per cent during the same period last winter.







Employment remained well above and unemployment well below last year's. The number seeking work plus those laid off for a full week was estimated to be 312,000, or some 74,000 lower than a year earlier, while the number with jobs was 228,000 higher. As in past months, total employment in non-farm industries remained firm, apart from seasonal movements.

The seasonal slackness and the resulting rise in unemployment was somewhat greater than usual in the eastern regions of the country and less than usual in some of the western provinces. In the last half of the month, the number of persons registered at National Employment Service offices was still rising but at a sharply reduced rate. In British Columbia the peak was apparently reached in the last week of January, a little earlier than usual. In Ontario the high level of activity in manufacturing and construction continued.

There is evidence that the upturn in construction will probably be strong in all regions this spring. The 35,000 housing units begun in the fourth quarter of 1955 exceeded the number begun in the fourth quarter of 1954 by more than 5,000 and the number under construction at the end of the year was 16 per cent higher. Statistical series indicating the progress of other types of construction also show substantial gains over the year. Estimates for December show that the number with jobs in the industry was more than 40,000 higher in 1955, than in the same month of the three previous years. Increased requirements for construction workers has been reflected in the job application and job vacancy figures of the National Employment Service. At the end of January, there were 17,000 fewer applications from skilled and unskilled construction workers than a year earlier and the number of vacancies was considerably higher.

## The Producer Goods Industries

It has become clear that the employment pattern emerging from the rise in general economic activity during 1955, particularly in manufacturing industries, is considerably different from that prevailing during the period of defence build-up in 1951 and 1952. Those two years were marked by a rapid growth of employment in producer goods industries—a direct result of heavy defence expenditures. Consumer goods industries also expanded in this period but to a lesser extent. Since that time, Canada has experienced a mild recession and a marked recovery. It is



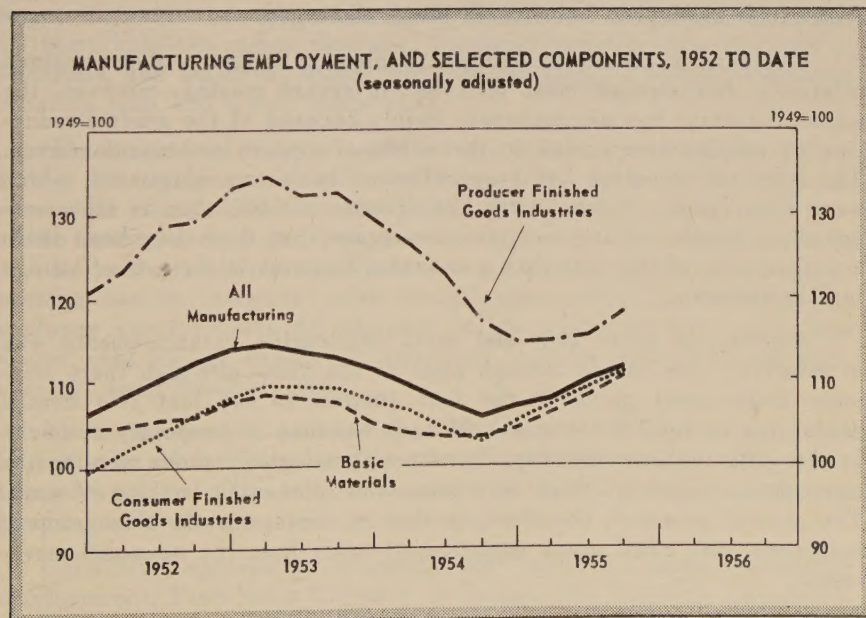
notable, however, that the producer goods industries have lost their position as the main support to employment growth in manufacturing.

Manufacturing employment reached a peak early in 1953. At that time, it was clear that the expansionary effects of resource development and the defence program had been largely concentrated in firms manufacturing producer goods, for employment in this group was more than one-third higher than the 1949 average, while the increase for manufacturing as a whole was only 15 per cent.<sup>1</sup> The producer goods group currently accounts for one-fifth of manufacturing employment and includes firms engaged in the production of aircraft, railway rolling stock, ships, agricultural implements, industrial machinery, boilers and other finished iron and steel products.

By the end of 1954, manufacturing employment had fallen by 8 per cent. Although the decline was fairly widespread, the largest drops occurred in the producer goods industries. The employment index for the group as a whole fell from 134 in April 1953 to 115 in January 1955, a drop of almost 15 per cent. The decline in industries producing consumer finished goods and basic materials was only about 4 per cent.

The pattern of recovery is noteworthy because, somewhat contrary to what might have been expected, the producer goods industries did not play the same dominant role as in the downturn. By the end of 1955, the

<sup>1</sup>Many Canadian industries have fairly regular fluctuations in employment because of weather or other conditions that are directly related to the season of the year. In this analysis, these fluctuations have been eliminated from the reported employment indexes. This is done by dividing the actual employment index by an index of the average seasonal fluctuations during the past few years. The result is a seasonally-adjusted employment index that indicates the basic changes in employment.



Source: Employment and Payrolls Branch, D.B.S.  
Adjusted for seasonal variations and strikes by the Economics and Research Branch, Department of Labour.



seasonally-adjusted index of manufacturing employment had risen to within 2 per cent of the 1953 peak. (It was almost level with the 1953 peak if workers on strike at General Motors plants are included.) However, only a little more than 10 per cent of the gain in manufacturing employment during 1955 took place in producer goods industries. In the preceding contraction, this group accounted for 50 per cent of the total employment decline in manufacturing.

The current situation varies considerably from industry to industry. In shipbuilding, for example, employment continued to decline throughout 1955 and at the end of the year was more than 20 per cent lower than at the beginning of 1953. Employment in the aircraft industry showed some increase in the last half of the year but was still well below the 1953 peak. The present pattern of defence expenditures suggests that employment levels in these industries will not change much, at least during the first half of this year.

A quite different situation exists among manufacturers of industrial machinery. Employment losses incurred during 1954 were regained in 1955 and the outlook suggests additional hirings in 1956. Production increases may be limited in some cases by the increasingly widespread shortages of engineers, draughtsmen, tool designers and skilled metal working tradesmen.

Employment in the railway rolling stock industry rose slightly during 1955 but was still well below the level of early 1953. Towards the end of the year, however, the railway companies placed substantial orders for railway rolling stock, so that the outlook has brightened considerably. The rate at which workers will be rehired in these industries, however, depends largely on the availability of materials. Reports received during January show that three firms laid off more than 2,000 employees because of steel shortages.

Employment in the agricultural implement industry also remained relatively low through most of 1955. In recent months, however, the market situation has strengthened, mainly because of the gradual reduction of surplus inventories in the hands of dealers and manufacturers. The improved situation has been reflected in factory shipments, which were considerably higher in the last quarter of 1955 than in the corresponding months of the two previous years, but there has been little evidence of anything more than a seasonal increase in the rate of hirings in this industry.

Activity in other iron and steel fabricating establishments was at relatively low levels through most of the year, although there were some employment gains in the last quarter. In the last two months production in some firms was held back because of temporary cutbacks in the motor vehicle industry. In others, particularly those serving the construction industry, there is a large and increasing backlog of work. The general prospect, therefore, is that in coming months this group of industries may show some improvement apart from the seasonal movements.



## Labour-Management Relations

**S**ETTLEMENT of the dispute between General Motors of Canada Limited and the United Automobile Workers of America was announced February 14. The new agreement, still to be ratified by the employees, brings to an end the strike of approximately 14,000 employees of General Motors that began on September 11, 1955, and that affected plants of the company at Oshawa, Windsor, St. Catharines, London and Toronto.

The board of conciliation appointed to try to resolve differences between the railway companies and the unions of non-operating employees began functioning January 30. At the middle of February the board was continuing its conciliation efforts over demands of the unions for a wage-rate increase and other matters (L.G., Jan., p. 5). Two unions of operating employees are reported to have proposed revisions to their contracts which expire at the end of March.

During the past month, collective bargaining has been in progress and a number of settlements have been reached in several other industries. These, however, applied to small bargaining units of employees compared with those in the railway and automobile industries.

**Automobiles** - Full details of the new agreement between General Motors of Canada and the UAW were not available at the time of writing but reports indicated that the 2½-year contract provides annual improvement-factor wage increases of 6 cents an hour, or 18 cents during the life of the agreement. Increases to adjust wage inequities will also be provided through a fund estimated to average 4 cents an hour. Also reported to be included are provisions for a modified guaranteed annual wage, increased benefits under group health and pension plans, eight statutory holidays rather than six, increased premium pay for work on weekends and holidays, higher shift differentials, a slightly improved vacation plan and a full union shop.

The guaranteed wage or supplemental unemployment benefit plan is similar to arrangements negotiated during 1955 between the UAW and automobile manufacturers in the United States. The company will contribute 5 cents an hour per employee to a fund from which weekly benefits will be paid to laid-off employees for a maximum of 26 weeks. If the benefits can be integrated with unemployment insurance payments, an employee could receive 65 per cent of his wages for four weeks and 60 per cent for 22 weeks. No payments will be made from the fund, however, until March 1, 1957.

The union was not successful in its effort to have the company pay the full cost of the group health and welfare insurance plan. A greater proportion of the cost will be assumed by the company, however, and benefits under the plan will be improved.

Collective agreements affecting the other two large automobile manufacturers, Ford Motor Company of Canada and Chrysler Corporation of Canada, do not expire until June and August respectively. The union is reported to be drawing up proposals for submission to the Ford Motor Company in April.



**Railways** - Little information was available on the progress of conciliation in the dispute between the railways and the non-operating employees. Among the operating unions, the Brotherhood of Locomotive Firemen and Enginemen is reported to be seeking a wage increase of 25 per cent and other benefits, including paid statutory holidays for yard service employees and premium pay for work on such days. The Brotherhood of Railroad Trainmen has made a similar request regarding statutory holidays and has proposed a general wage increase of 30 per cent. The Brotherhood of Locomotive Engineers had not, at the time of writing, finally established the proposals to be submitted to the companies regarding revisions in its contracts.

**Water Transport** - On February 1, a board of conciliation was established to deal with differences between the Association of Lake Carriers, representing operators on the Great Lakes waterways system, and the Seafarers' International Union, representing unlicensed personnel. This action followed unsuccessful efforts by a conciliation officer to obtain agreement between the parties. A proposed increase in wages and a change in the basis of pay from daily or monthly rates to hourly rates appear to be the main matters in dispute.

Negotiations between the same association and two other unions, the Canadian Merchant Service Guild, representing licensed officers, and the National Association of Marine Engineers, have failed to produce agreement. Conciliation officers have been appointed under the Industrial Relations and Disputes Investigation Act to mediate in the disputes. Wage matters are also at issue in these negotiations.

**Civic Workers** - Negotiations are in progress between a number of civic administrations across Canada and various organizations of their employees. Cities in which bargaining is presently going on or will shortly begin include Montreal, Toronto, Hamilton, Winnipeg, Saskatoon and Vancouver. In all of these cities the unions are seeking substantial wage increases together with other contract changes.

Agreements were reached late in January covering firemen and policemen in Montreal and operating engineers in Hamilton. Wage increases were provided in each case and hours of work for the Montreal firemen and policemen are to be reduced.

**Coal Mining** - A board of conciliation will try to resolve differences between the Dominion Coal Company and District 26 of the United Mine Workers of America. Appointment of the board followed negotiations over proposed changes in working conditions for the Nova Scotia miners. Reports indicate that a general increase in wage rates was not requested by the union. Depressed conditions in the industry, resulting in substantial layoffs of workers during the past several years, have provided poor grounds for wage increases.

**Clothing** - The Amalgamated Clothing Workers of America and the Quebec Associated Clothing Manufacturers have failed to reach agreement in the re-negotiation of their agreement. The union had asked for a wage increase of 10 per cent and increased fringe benefits. A board of conciliation was unable to arrive at a basis for settling the dispute.



Syndicates affiliated with the Canadian and Catholic Confederation of Labour are also negotiating with manufacturers grouped in the Quebec Garment Manufacturers' Association.

In Toronto, representatives of the Amalgamated Clothing Workers and the Associated Clothing Manufacturers have been negotiating for an extended period over revisions to their contract.

**Rubber Products** - Late in January a conciliation officer reported that he had been unable to settle differences between the Firestone Tire and Rubber Company of Canada, Hamilton, and the United Rubber, Cork, Linoleum and Plastic Workers of America. A recommendation for the establishment of a board of conciliation was made. More than 1,000 employees are represented by the union, which had originally requested, among other things, an increase of 20 cents an hour and a guaranteed annual wage.

**Other Bargaining** - A dispute between Canadian Pacific Air Lines and the Canadian Airline Flight Attendants' Association, representing stewardesses, which seemed on the verge of strike action a month ago, had not been resolved at the time of writing. It was reported, however, that the employees were voting on the acceptance of an offer of settlement.

About 1,500 workers are affected by agreements signed in January by the United Packinghouse Workers of America and companies with food-canning plants in various parts of British Columbia. Wage increases of approximately 7 cents an hour were negotiated and some reductions in working hours were agreed upon.

A new agreement to be effective until July 1958 was recently signed by representatives of the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and other Transport Workers. Wage increases totalling 14 cents an hour are payable at intervals during the life of the contract.

Settlements at a number of small manufacturers of metal products in Ontario were signed during the past month. Wage increases ranging for the most part from 5 to 10 cents an hour were provided.

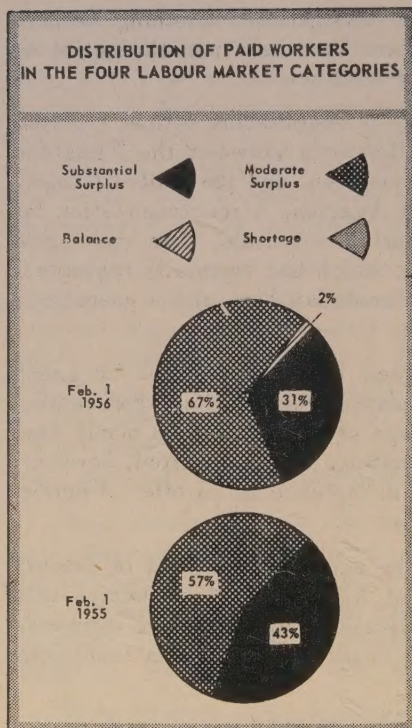
**Work Stoppages** - Work stoppages in existence in January 1956 numbered 13. These involved 17,335 workers and resulted in a time loss of 338,340 man-days according to preliminary figures. In December 1955, the corresponding figures were 15 stoppages, 17,720 workers and 340,410 days. For January 1955, the figures were 16 strikes and lock-outs, 11,106 workers and 218,145 man-days.

On January 16 the strike of more than 1,000 workers at Canada Wire and Cable Company, Toronto, which began September 30, 1955, was terminated. A new agreement was signed by the company and the United Electrical, Radio and Machine Workers of America.

The main work stoppages in existence at February 15 involved structural steel workers at Sault Ste. Marie, and machinery factory workers at Lachine.



# Manpower Situation in Local Areas



**T**HE usual mid-winter employment declines occurred in virtually all local areas during January. This seasonal drop in business activity resulted in the reclassification of 37 of the 109 local areas: 25 from the moderate to the substantial labour surplus group, one from the substantial to the moderate surplus group and 11 from balance to the moderate surplus group. At February 1, classification of the 109 local labour market areas and the percentage of paid workers in each category was as follows (last year's figures in brackets): in balance, 5 (1) representing 2 per cent (0.5 per cent); in moderate surplus, 55 (44) representing 67 per cent (56.5 per cent); in substantial surplus, 49 (64) representing 31 per cent (43 per cent).

Unemployment in nearly all local areas was lower than last year. The year-to-year improve-

ments in classification, however, were concentrated in the Ontario, Prairie, and Pacific regions; in the Atlantic and Quebec regions, all areas were in the same categories as in 1955. The changes that occurred during the month were distributed through all the regions; but in the Atlantic, employment cuts were more severe than usual because heavy rains and an early thaw held up woods operations.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Feb. 1 1956	Feb. 1 1955	Feb. 1 1956	Feb. 1 1955	Feb. 1 1956	Feb. 1 1955	Feb. 1 1956	Feb. 1 1955
Metropolitan	4	6	7	5	—	—	—	—
Major Industrial	11	15	16	12	—	—	—	—
Major Agricultural	4	7	10	7	—	—	—	—
Minor	30	36	22	20	5	1	—	—
Total	49	64	55	44	5	1	—	—

\*See inside back cover October 1955 *Labour Gazette*.



# CLASSIFICATION OF LABOUR MARKET AREAS,

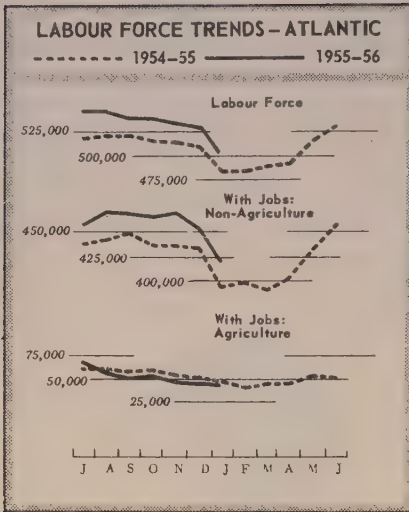
February 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec-Lévis St. John's VANCOUVER - NEW WESTMINSTER WINNIPEG	Calgary Edmonton Hamilton Montreal OTTAWA - HULL TORONTO Windsor		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook CORNWALL FARNHAM - GRANBY JOLIETTE LAC ST. JEAN Moncton New Glasgow OSHAWA Shawinigan Falls SYDNEY Trois Rivières	Brantford Fort William - Port Arthur GUELPH Halifax KINGSTON Kitchener London Niagara Peninsula Peterborough Renss - Val d'Or Saint John Sarnia Sherbrooke SUDBURY Timmins - Kirkland Lake Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN LETHBRIDGE Rivière du Loup THETFORD - MEGANTIC - ST. GEORGES	BARRIE Brandon Chatham Moose Jaw North Battleford Prince Albert RED DEER Regina Saskatoon Yorkton		
<b>MINOR AREAS</b> (labour force 10,000 - 25,000)	Beauharnois Central Vancouver Island Chilliwack Bathurst BRACEBRIDGE BRIDGEWATER CAMPBELLTON DAUPHIN Drummondville EDMUNDSTON Gaspé GRAND FALLS KENTVILLE KAMLOOPS Montmagny Newcastle Okanagan Valley OWEN SOUND PORTAGE LA PRAIRIE QUEBEC NORTH SHORE Rimouski Sorel Ste. Agathe - St. Jérôme St. Stephen Summerside TRURO Valleyfield VICTORIAVILLE WOODSTOCK, N.B. Yarmouth	Belleville - Trenton Cranbrook DAWSON CREEK DRUMHELLER Fredericton Goderich Lechute - Ste. Thérèse Lindsay LISTOWEL Medicine Hat North Bay Pembroke PRINCE GEORGE Prince Rupert SAULT STE MARIE Simcoe St. Hyacinthe St. Jean Swift Current Trail - Nelson Winkton Weyburn	Brampton Galt Stratford St. Thomas Woodstock - Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



EMPLOYMENT fell sharply in the Atlantic region during January, as unseasonable weather severely curtailed outdoor work. The logging industry in particular was affected, as an early thaw brought hauling operations to a virtual standstill. Logging employment dropped to a lower level by the end of January than a year earlier; it had been 2,200 higher at the beginning of the month. Trucking and sawmilling underwent sizeable employment declines following the closing of secondary roads. Other factors contributing to the increase in unemployment during the month were the return of seamen from the

Great Lakes and the usual seasonal slackening in construction. Total employment remained at a notably higher level than a year earlier, however, despite the temporary slowdown in woods operations. The number of persons with jobs at January 21 was estimated at 462,000, a decline of 33,000 from December 10, 1955, but an increase of 21,000 from a year earlier. Year-to-year employment gains in manufacturing, construction and trade were chiefly responsible.

Nine of the 21 areas in the region were reclassified during the month from the moderate to the substantial labour surplus category. At February 1, the area classification was the same as a year before: in moderate surplus, 3; in substantial surplus, 18.

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Unemployment increased markedly in this area during January. By the end of the month, registrations for employment were about equal to last year's at the same date. Construction workers accounted for more than half of the registrations, and loggers for most of the remainder.

**Sydney** (major industrial). Reclassified from Group 2 to Group 1. Except for employment contractions in seasonal industries, very little change occurred in this area during January. Coal mining, iron and steel and ship repairing remained active. Employees were recalled in the ship-building industry following receipt of additional refit work. Employment continued slightly higher than a year ago, principally because of improved markets for lumber and coal.

**Charlottetown** (major agricultural). Reclassified from Group 2 to Group 1.

**Bridgewater, Campbellton, Grand Falls, Kentville, Truro, Edmundston and Woodstock** (minor). Reclassified from Group 2 to Group 1.

## QUEBEC

EMPLOYMENT in the Quebec region declined slightly more than seasonally during January. Steel shortages were responsible for layoffs by steel-using establishments and shortages of water and electricity caused a drop in employment in some manufacturing concerns. On the other hand, logging operations were maintained at a high level and were expected to continue high throughout February. Employment dropped most sharply in the construction industry, although it remained above the January 1955 level. It decreased further in the transportation industry and slightly in logging.

At January 21, the number of persons with jobs was estimated at 1,456,000, a decrease of 61,000 from December 10, 1955, but an increase of 43,000 from January 22, 1955.

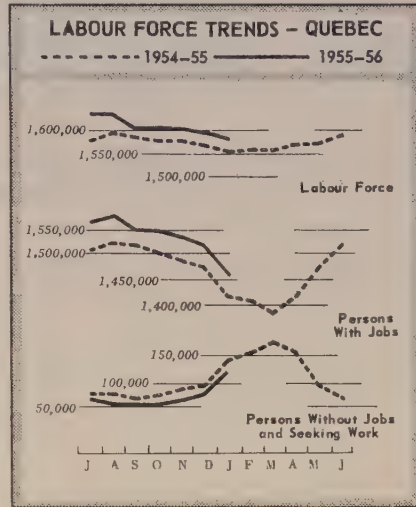
Labour surpluses increased in almost all labour market areas in the region during January and brought six areas from the moderate to the substantial surplus category by the end of the month. Although the area classification was the same at February 1, 1956, as a year earlier, the number of persons registered for employment was lower in all 24 local areas. Classification of the areas at February 1 of both years was as follows: in moderate surplus, 6; in substantial surplus, 18.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. The number of persons registered for employment increased seasonally during January but remained well below the January 1955 level. The usual seasonal decline in employment continued in construction, transportation and trucking; steel shortages were responsible for reduced activity in steel-using industries. Job openings increased in logging, secondary textiles and, by the end of the month, in the rubber footwear and leather goods industries.

**Quebec - Lévis** (metropolitan). Remained in Group 1. Seasonal reductions in employment were most severe in retail trade, clothing, transportation and construction. However, employment did not drop as low as in January last year. Shoe and glove industries were rehiring workers and primary textiles operated at capacity.

**Lac St. Jean** (major industrial). Reclassified from Group 2 to Group 1. Labour requirements declined seasonally in construction, retail trade and transportation. Labour surpluses were also increased by large layoffs in metalworking industries because of water and electricity shortages. Despite this, employment conditions were better than last year owing to high employment in logging and wood cutting, which was expected to last till the end of February.





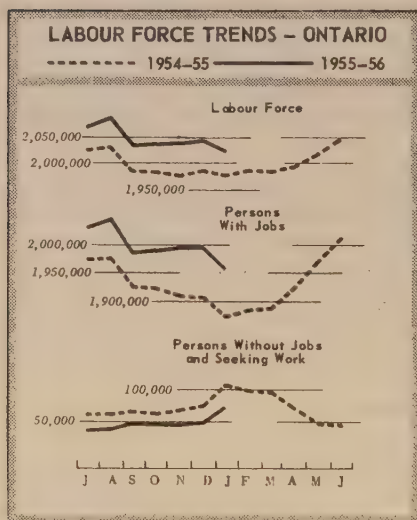
**Farnham – Granby** (major industrial). Reclassified from Group 2 to Group 1. The usual seasonal employment decline occurred in construction, agriculture and the rubber industry. The General Motors strike was responsible for temporary layoffs in some textile firms producing materials for cars. The shutdown of an electrical supplies firm added to the labour surpluses.

**Joliette** (major industrial). Reclassified from Group 2 to Group 1. The usual seasonal decline in employment was intensified by the permanent closing of a match plant.

**Thetford – Megantic – St. Georges** (major agricultural). Reclassified from Group 2 to Group 1. Labour surpluses increased seasonally.

**Quebec North Shore and Victoriaville** (minor). Reclassified from Group 2 to Group 1.

## ONTARIO



IN ONTARIO, employment in construction, retail trade, and the light manufacturing industries showed the usual seasonal decline during January. The number of persons with jobs dropped by 40,000 during the month to an estimated 1,954,000 at January 21; this was about 80,000 higher than at the same date in 1955. Employment in the manufacturing and construction industries was substantially higher than in 1955 and there were also slight year-to-year gains in mining, logging, trade and services. The heavy manufacturing industries continued at capacity, with engineers, draughtsmen and most skilled metal tradesmen still

scarce. On the other hand, production in some of the General Motors feeder plants was further reduced and there were scattered layoffs in iron and steel processing and construction because of steel shortages.

The generally high level of employment throughout the region was reflected in a more balanced labour demand and supply situation than last year in nearly all areas. At February 1, the classification of the 34 local labour market areas was as follows (last year's figures in brackets): in balance, 5 (0); in moderate surplus, 25 (22); in substantial surplus, 4 (12).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. Further seasonal declines occurred in construction. Capacity operations continued in the iron and steel industry and, towards the end of the month, demand for workers for the electrical apparatus industry increased. Engineers, tool and

die-makers, draughtsmen, machinists, electronics technicians and other skilled metal workers continued in short supply.

**Ottawa - Hull** (metropolitan). Reclassified from Group 3 to Group 2. Gradual seasonal reductions in construction brought the area into surplus, but unemployment remained lower than last year.

**Toronto** (metropolitan). Reclassified from Group 3 to Group 2. There was some seasonal reduction in the construction and light manufacturing industries during January. Heavy manufacturing industries continued to operate at capacity, with most skilled metal tradesmen in short supply.

**Windsor** (metropolitan). Remained in Group 2. Ford and Chrysler and most other manufacturing industries continued busy. Further layoffs occurred in the General Motors feeder plants.

**Cornwall** (major industrial). Reclassified from Group 2 to Group 1. Registration of construction workers, seamen and longshoremen brought the area into substantial surplus. Employment in the textile industry was steady.

**Guelph** (major industrial). Reclassified from Group 3 to Group 2. Most industries remained busy. Unemployment levels were well below last year's.

**Kingston** (major industrial). Reclassified from Group 3 to Group 2. Employment was still high in construction and in the manufacturing of textiles, aluminum goods and railway locomotives.

**Oshawa** (major industrial). Reclassified from Group 2 to Group 1. Continuation of the General Motors strike resulted in gradual cut-backs in employment at the feeder plants.

**Sudbury** (major industrial). Reclassified from Group 3 to Group 2. Mining operations continued at near capacity. Logging employment was slightly higher than a year earlier. The demand for labour at the Blind River uranium developments remained strong.

**Barrie** (major agricultural). Reclassified from Group 3 to Group 2.

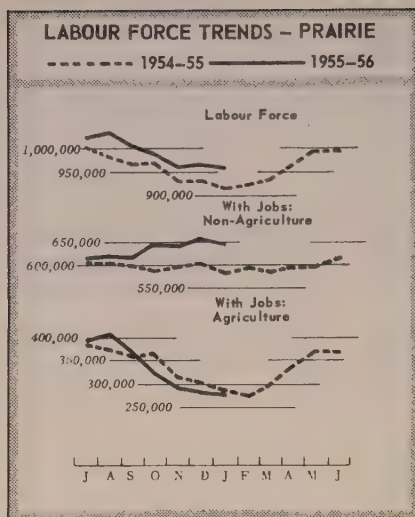
**Bracebridge and Owen Sound** (minor). Reclassified from Group 2 to Group 1.

**Listowel and Sault Ste. Marie** (minor). Reclassified from Group 3 to Group 2.

## PRAIRIE

ECONOMIC activity in the Prairie region showed continuing strength during January, despite the effect of severe winter weather. The seasonal employment decline was the smallest recorded for January in the last four years. Layoffs during the month were almost entirely seasonal and chiefly confined to construction and related industries. An upturn in coal-mining employment partially offset these declines; certified coal miners were in strong demand in several areas but no acute shortages were reported. The number of persons with jobs in the region was estimated at 925,000 at January 21, which was 13,000 fewer than the figure





at December 10, 1955, but 55,000 more than a year earlier. This was the largest year-to-year difference on record and a reflection of the basic strength of the region's economy.

Seven labour market areas were reclassified during the month—three from balance to the moderate labour surplus category and four from the moderate to the substantial surplus category. At February 1, classification of the 20 areas in the region was as follows (last year's figures in brackets): in balance 0 (1); in moderate surplus 16 (11); in substantial surplus 4 (8).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 2. Unemployment continued to rise as a result of further seasonal slackening in the construction industry. The volume of construction being carried out was about equal to the winter record of last year but unusually severe weather resulted in the release of a considerable number of workers during early January. In the last two weeks of the month, intermittent employment was considerable as temperatures moderated. Recall of workers caused a reduction in total registrations for employment during the last week of January, in contrast to the usual seasonal pattern. Total employment in the area remained at a notably higher level than a year earlier, the sharpest year-to-year gains being recorded in the wholesale and retail trade.

**Edmonton** (metropolitan). Remained in Group 2. Construction and transportation accounted for almost all of the increase in unemployment during January. Total unemployment remained at a notably lower level than a year earlier, reflecting the buoyancy of industrial activity in this area. Job opportunities were more numerous than a year before in almost all occupations; the most notable improvements were recorded in the professional, sales, clerical and metal-working occupations.

**Winnipeg** (metropolitan). Reclassified from Group 2 to Group 1. While seasonal reductions in manufacturing employment occurred during the month, layoffs were fewer and of shorter duration than usual.

**Lethbridge** (major agricultural). Reclassified from Group 2 to Group 1.

**Red Deer** (major agricultural). Reclassified from Group 3 to Group 2.

**Dauphin and Portage La Prairie** (minor). Reclassified from Group 2 to Group 1.

**Dawson Creek and Drumheller** (minor). Reclassified from Group 3 to Group 2.

## PACIFIC

EMPLOYMENT in the Pacific region declined considerably less than seasonally during January and remained notably higher than a year before, particularly in non-agricultural industries. As a result, unemployment continued to be significantly lower than last year, especially in the Vancouver-New Westminster area. The estimated number of persons with jobs in the week of January 21, at 434,000, was 10,000 less than a month earlier but 31,000 more than at January 22, 1955. The seasonal pick-up in employment appeared to have begun, as usual, during the last week of the month and full industrial activity will be resumed as soon as weather permits. In several areas, there was already a scarcity of fully qualified workers in some skilled occupations. Employment in manufacturing, apart from seasonal industries, continued to rise higher above last year's. Construction was very active for this time of the year, particularly in the pulp and paper industry and in the extension of the smelter at Kitimat. Sawmill production continued at a high level but logging activities were still hampered by heavy snow. Mining maintained steady operations.

During the month two labour market areas were reclassified from the moderate to the substantial labour surplus category and one from the substantial to the moderate surplus group. At February 1, the classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 5 (2); in substantial surplus, 5 (8).

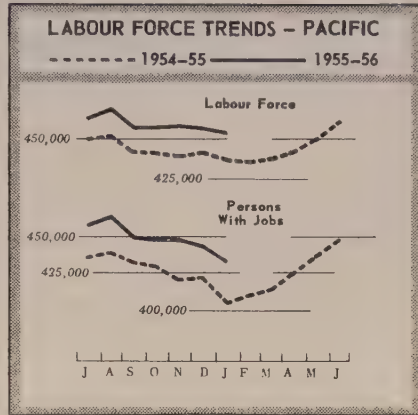
### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 2 to Group 1. Total industrial employment declined slightly from a month earlier but continued to rise above year-earlier levels, partly because of favourable weather conditions. Mining operations continued at the same rate as in the preceding month. By mid-January logging operations were resumed in some districts but the production of lumber and allied products slowed down in Vancouver because of log shortages, high log prices and lack of water. Conditions in the construction industry improved during the month. Manufacturing was particularly active in the clothing and metal trades industries.

**Victoria** (major industrial). Remained in Group 2. The over-all employment picture in the logging industry was better than usual for this time of the year. Sawmills continued to operate at a fairly high level. All metal and chemical industries were busy. Construction activity was exceptionally strong for the season. As a result, the number of unemployed for the month was the lowest since 1948.

**Kamloops** (minor). Reclassified from Group 2 to Group 1.

**Prince George** (minor). Reclassified from Group 1 to Group 2.





# Current Labour Statistics

(Latest available statistics as of February 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 21	5,517,000	- 1.3	+ 2.8
Total persons with jobs.....	Jan. 21	5,231,000	- 2.9	+ 4.6
At work 35 hours or more.....	Jan. 21	4,705,000	- 0.9	+ 4.9
At work less than 35 hours.....	Jan. 21	364,000	-28.9 <sup>1</sup>	- 4.5
With jobs but not at work .....	Jan. 21	162,000	+27.5	+20.0
With jobs but on short time .....	Jan. 21	40,000	- 4.8	-28.6
With jobs but laid off full week .....	Jan. 21	26,000	+44.4	+13.0
Persons without jobs and seeking work	Jan. 21	286,000	+43.0	-21.2
Total paid workers .....	Jan. 21	4,107,000	- 2.9	+ 6.9
In agriculture .....	Jan. 21	74,000	0.0	-23.7
In non-agriculture .....	Jan. 21	4,033,000	- 3.0	+ 7.7
<i>Registered for work, NES (b)</i>				
Atlantic .....	Jan. 19	69,206	+98.6	- 1.5
Quebec .....	Jan. 19	150,501	+83.5	-14.4
Ontario .....	Jan. 19	135,027	+66.2	-22.8
Prairie .....	Jan. 19	75,581	+52.7	- 9.9
Pacific .....	Jan. 19	54,238	+38.8	-16.5
Total, all regions .....	Jan. 19	484,553	+69.0	-14.9
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Jan. 1	388,129	+76.6	-19.0
Amount of benefit payments .....	December	\$11,942,873	+37.9	-38.5
Industrial employment (1949=100).....	Dec. 1	117.8	- 0.3	+ 5.1
Manufacturing employment (1949=100) .....	Dec. 1	112.3	- 0.5	+ 6.5
Immigration .....	Year (1955)	109,946	-	-28.7(c)
<i>Industrial Relations</i>				
Strikes and Lockouts—days lost .....	January	338,340	-	-
No. of workers involved .....	January	17,335	-	-
No. of strikes .....	January	13	-	-
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Dec. 1	\$61.99	0.0	+ 4.0
Average hourly earnings (mfg.).....	Dec. 1	\$ 1.46	+ 0.5	+ 3.5
Average hours worked per week (mfg.) .....	Dec. 1	41.6	- 0.2	+ 1.0
Average weekly earnings (mfg.).....	Dec. 1	\$60.78	+ 0.2	+ 4.5
Consumer price index (av. 1949=100).....	Jan. 3	116.8	- 0.1	+ 0.3
Real weekly earnings (mfg. av. 1949=100).....	Dec. 1	124.6	+ 0.2	+ 4.2
Total labour income .....	November	\$1,133,000,000	- 0.5	+ 9.3
<i>Industrial Production</i>				
Total (average 1935-39=100).....	November	283.5	0.0	+11.4
Manufacturing .....	November	285.0	+ 0.1	+10.5
Durables .....	November	340.9	0.0	+14.0
Non-Durables.....	November	249.3	+ 0.3	+ 7.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1955 *Labour Gazette*.

(b) See inside back cover, October 1955 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

<sup>1</sup> Religious holiday occurred during the survey week.

# Notes of Current Interest

## **Work on Public Projects Continues during Winter**

Despite the severity of the weather this winter, work is continuing on each of the 196 building projects of the Department of Public Works now in progress.

This was revealed by the Hon. Robert Winters, Minister of Public Works, at the laying of the cornerstone of the new Federal Building at North Bay, Ont., last month. He cited the construction of the building as an example of how well the Government's efforts to alleviate winter unemployment are having effect.

The 196 projects, Mr. Winters said, "are providing work and wages for people at a time when even a few years ago they would have been closed down until spring.

"Here is an example," he added, "of what can be accomplished when private enterprise and government team up to tackle a problem of common concern."

He also predicted that employment in house-building would be higher this winter than last. "At the end of 1955 there were some 78,000 dwelling units under construction, 14 per cent more than at the end of 1954," he said. "This means a corresponding increase in the labour required to complete these dwellings in the first four or five months of the year."

Mr. Winters estimated an increase of some eight million man-hours in direct employment in house-building activity this winter compared with last winter. "This represents an increase in employment of 10,000 men," he pointed out.

## **Locomotive Firemen Seek 25-Per-Cent Pay Increase**

Locomotive firemen employed by Canadian railways and harbour boards will ask for a basic wage increase of 25 per cent when they negotiate a new agreement to replace the one that expires on March 31. They will also demand pay for all statutory holidays not worked and time and a half for holidays worked. A third demand will be that time lost on account of layoffs, illness or injury shall be counted as service in computing pension.

An announcement that these demands were to be served on the companies on February 1 was made last month by W. E. Gamble, Vice-president of the Brotherhood of Locomotive Firemen and Enginemen.

The wage demand of the locomotive firemen is computed to be about equal to the demand of the non-operating employees of the railways for an 18-per-cent wage increase and a health plan, which together are equivalent to about 33 cents an hour.

(The Canadian Brotherhood of Railway Employees (CCL) announced last month that it will use every means at its disposal to safeguard the right to strike and to oppose compulsory arbitration as a means of settling railway workers' disputes.)

## **British Rail Workers Granted Wage Boost**

An offer of a 7-per-cent wage increase made by the British Transport Commission was accepted last month by three unions representing 450,000 workers. Together with other benefits which will add about \$7,000,000 to the Commission's wage bill, the total cost of the extra wages will amount to approximately \$70,000,000 a year.

Of the three unions concerned, the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs Association had asked for an increase of 7½ per cent, while the National Union of Railwaymen had tried to get a 10-per-cent increase.

The increases mean that porters, whose present basic wage is equal to \$19 a week, will receive an extra \$1.35, while for top scale engineers the basic wage will rise from \$27.72 to \$29.66 a week. Actual earnings are higher than these amounts, since considerable overtime is worked.

## **Impetus to Inflation**

Some economists fear that these wage increases, together with increases in other industries, will add impetus to the dangerous inflationary trend already in evidence in the United Kingdom, although the speed and goodwill with which the negotiations were concluded lend encouragement to the hope that 1956 will be comparatively free from industrial strife. A good deal of Britain's economic difficulty is generally ascribed to the railway and dock strikes last year, which had an unfavourable effect on exports.

The railway unions have undertaken to co-operate with the Commission in making the operation of the lines more efficient, in which case much of the new wage bill might be made up by economies.



## **Railway Revenues Jump To Twice Total Year Ago**

Net operating revenues of Canada's principal railway systems jumped to \$16,806,277 in October, more than double the preceding year's total of \$7,448,926, the Dominion Bureau of Statistics reports.

Operating revenues rose 16 per cent to \$106,395,233 from \$91,698,098 while operating expenses showed a smaller rise of 6.3 per cent to \$89,588,956 from \$84,249,172.

Employees on railway payrolls numbered 185,418, up from 185,048, and total payroll increased to \$54,078,192 from \$52,529,209.

## **30 Canadians to Attend Oxford Study Conference**

A conference this summer to study the human problems raised by industrialization, which is being sponsored by the Duke of Edinburgh, will be attended by 30 Canadian delegates.

The conference, which will be held in Oxford, England, from July 9 to 27, and will be attended by some 280 persons from Britain and from Commonwealth countries, grew out of a suggestion made to the Duke by Britain's Industrial Welfare Society, of which he is a patron. A council of 48 men and two women, set up by him in July 1954, has been laying plans for the conference.

The committee charged with selecting the Canadian delegates is under the chairmanship of the Rt. Hon. C. D. Howe, Minister of Trade and Commerce. The Duke of Edinburgh broached the matter of the conference to Mr. Howe when the latter was in London last year.

Vice-chairmen of the selection committee are Claude Jodoin, President of the Trades and Labour Congress of Canada, and W. S. Kirkpatrick, Vice-president of Consolidated Mining and Smelting Co.

It has been emphasized that the conference is not for research workers but "for young people actually engaged in industry," as the Duke wrote in a booklet describing the purpose of the meetings. "Its main value will not lie in the reports of speeches and discussions. Its value will depend upon what the members make of what they see and hear," he continued.

"Ultimately, it is hoped that the members will be able to extend their influence in their own countries and industries to the end that industrial enterprises are so organized that they form an integral part of a happy and healthy community," he said.

The conference will consider how discipline can be reconciled with freedom and

initiative in an industrial plant, "how you can overcome the boredom of performing a simple mechanical task and how you can lead all those connected with industrial enterprise to feel that they have a stake in its success," as Mr. Howe put it.

Applicants will be chosen mainly from among men and women between the ages of 25 and 45 years.

Since the conference is essentially for persons actively engaged in industry, government departments, universities, banks, finance companies, and so on, are not to be represented; neither will farmers be included. Employees of Crown companies are eligible, however.

Members of the Canadian delegation are being chosen from among persons recommended by businessmen and labour leaders.

Those who are helping in the selection include: H. Crombie, Vice-president of Dominion Engineering Works, Montreal, and J. B. Stirling, President of E.G.M. Cape and Co., a Montreal construction firm, on the management side; and Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour, on the labour side. Two other labour men are to be appointed, Mr. Howe said, and W. J. Bennett, President of the Atomic Energy of Canada, Ltd., will represent Crown companies on the selection committee.

## **Changed Regulations Will Restore Jobless Benefits**

Unemployment insurance regulations will be relaxed to restore benefits to some workers who were temporarily disqualified under the new Unemployment Insurance Act that went into effect last October 2, Hon. Milton F. Gregg, Minister of Labour, announced in the House of Commons on January 25.

Net effect of the change will be to restore benefits to those who could have qualified under the old regulations but could not do so under the new ones.

A more detailed explanation of the change will appear in the March issue.

## **CORRECTION**

It was reported in the *LABOUR GAZETTE* account of the CCL convention in October that Secretary-Treasurer Donald MacDonald had been voted a salary increase to \$10,000 a year. Actually, Mr. MacDonald did not receive the increase at that time, that salary having been established at the 1954 convention.

## **CMA Suggests Reduction In Income Tax Rates**

"If present tax rates are continued, they will impede the development of manufacturing in this country," the Canadian Manufacturers' Association declared in a submission last month to the Hon. W. E. Harris, Minister of Finance.

The rates at which personal and corporation income taxes are levied could well come under the closest scrutiny, the CMA brief said.

While recognizing the Government's needs for substantial revenues to provide the necessary public services, including existing social security measures, the CMA urged Mr. Harris to study carefully the effect of taxation policy on the maintenance of a high and steady level of employment, the progressive expansion and improvement of productive resources, and the need to guard against inflation.

### **Personal Income Taxes**

On the subject of personal income taxes, the Association submitted that, with so highly progressive a rate structure, the increase in rates in recent years has discouraged initiative, particularly for those in the middle income bracket, whose taxes have increased from four- to six-fold in pre-war dollars in the last 15 years.

The present top corporation rate of 47 per cent on all profits in excess of \$20,000 makes it difficult to interest the owners of capital in investment in Canadian industry. Into the bargain, the existing rate encourages borrowing for purposes of expansion rather than securing the needed capital by stock sale, because of the necessity of paying taxes on the profits out of which the dividends are paid, the CMA pointed out.

A further submission was that, in view of its effect on the willingness of married women to work in industry and commerce, consideration should be given to raising substantially the present \$250 limit set to the earnings permitted them before their husbands' tax exemption was reduced.

With regard to the Excise Tax Act, the Association recommended that the 15-per-cent and 10-per-cent special excise taxes on commodities be abolished. The selection of certain specified commodities for special taxes was both unsound and discriminatory and it was suggested that there should be no place in Canada's permanent tax structure for special taxes on any commodities. These temporary taxes have now been in effect for many years and, in the main, the reasons for their imposition no longer exist.

The Association also asked that all articles and materials that enter into the cost of manufacture or production of goods be exempted from sales tax. These would include items that are now taxable, such as machinery and apparatus for exclusive or primary use in the repair or maintenance of machinery used directly in the production of goods, lubricating oils and grease when used in the production of goods, and equipment and materials for the promotion of safety and health of workmen engaged in the manufacture or production of goods.

All building materials should also be made completely exempt from sales tax, the CMA declared.

## **Chamber of Commerce Requests Tax Changes**

A number of changes in income tax, excise tax, and federal succession duty taxes were suggested by the Canadian Chamber of Commerce in a brief sent last month to Finance Minister Harris and Revenue Minister McCann.

The Government was asked to make more liberal allowance for medical expenses by making such expenses deductible for income tax purposes when they exceed 3 per cent of income after deduction of personal exemptions, instead of before as at present.

The Chamber also suggested that persons providing individually for their retirement should be granted tax exemptions similar to those given persons contributing to approved pension schemes.

That tax assessments should be issued by the Department of National Revenue only after a taxpayer's return has been "adequately reviewed"; and that, except in cases of fraud, the right to re-assess a taxpayer should not extend beyond one year from the time of assessment, was another recommendation made by the Chamber. Taxpayers should "have the right of appeal from any assessment," it was further contended.

Another suggestion was that professional accountants be appointed to the Income Tax Appeal Board, because the Board deals "continually" with accounting problems.

Three recommendations made formerly and repeated this year were: that beneficiaries under a deferred profit-sharing plan be taxed only as and when they receive payments under the plan, that a wife employed by her husband as an ordinary employee be allowed to list her salary separately rather than jointly with her husband, and that costs of appealing assessments be deductible from taxable income.



## **Manitoba Labour Asks 85-Cent Minimum Wage**

A minimum wage for Manitoba workers of 85 cents an hour was requested in December in a joint submission made by Winnipeg and provincial labour bodies to the Manitoba Minimum Wage Board, while the Winnipeg Chamber of Commerce contended that an increase in the present minimum wage scales might result in some workers losing their jobs.

In a short submission to the Board the Chamber put forward three points which it believed should be considered in regard to any "contemplated, proposed or prospective alteration" in present levels:—

1. No change should be made in the present scales "except on clear proof that real hardships are now being created directly because of present minimum levels being too low and that because of such a fact, employers are taking an unfair advantage of employees".

### **"Tend to Loss of Jobs"**

2. Present minimum wage levels "affect only those who are either physically or mentally incapable of earning more—that is, people who are incapable of competing on equal terms with able-bodied and mentally alert persons. In these cases an increase in present minimum levels will tend to a loss of jobs and hence be contrary to the public interest."

3. Regulation of minimum wages by law "never was nor is it now intended to affect general wage levels as such. These are now generally determined by collective bargaining. Consequently no desire either to increase or decrease the general wage level should be reflected in the determination of the level of minimum wages."

The brief added that minimum wages now paid to practically all employees of Chamber members were considerably in excess of the minimum set by the Minimum Wage Regulations.

The labour brief, which was prepared jointly by the Manitoba Provincial Federation of Labour (TLC), the Winnipeg and District Trades and Labour Council (TLC), the Winnipeg Labour Council (CCL), the Winnipeg Central Council (OBU) and the Manitoba Provincial Legislative Committee of the International Railway Brotherhoods, also requested:—

### **40-Hour Work Week**

Reduction of the present 44- and 48-hour, six-day work week to a 40-hour work week. (The 44-hour week applies to female workers and the 48-hour week to male workers.)

Deletion of all regulations providing for the issuing of permits allowing payments of less than minimum rates, except for physically- or mentally-handicapped persons.

Prohibition of the employment of any person under 16 years of age unless a permit is obtained from the Minister of Labour.

## **Arrange Special Training For Jobless N.S. Miners**

Arrangements to provide special training facilities for unemployed Nova Scotia miners have been made by the Nova Scotia Department of Labour in co-operation with the federal Department of Labour.

In making the announcement last month, an official of the Glace Bay National Employment Office said it would involve an expansion of the regular training facilities at the provincial Department of Labour's trade school at North Sydney. Special preference, he said, would be given to unemployed persons who have been employed in the coal mining industry.

A training bulletin issued by the Nova Scotia Department of Labour stated that the courses would depend on the number of requests from unemployed coal miners, the employment opportunities, and the extent to which facilities can be set up in the school.

The main course, at least for a time, the bulletin said, would be for the training of diesel mechanics. The course was planned to start at the end of January and continue for eight months.

A course for mine electricians was also being set up to begin sometime this month. It was planned to give consideration to such courses as television servicing, heating unit servicing and barbering, provided sufficient candidates apply.

## **Number Receiving Blind Allowances Up Slightly**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,140 at June 30, 1955, to 8,159 at September 30, 1955.

The Federal Government's contributions under the federal-provincial scheme totalled \$721,285.20 for the quarter ended September 30, 1955, compared with \$719,314.02 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed \$10,947,551.68.

At September 30, 1955, the average monthly allowance in the provinces ranged from \$37.73 to \$39.49. In all provinces the maximum allowance paid was \$40 a month.

## **See More Automation in Offices than in Plants**

Automation was generally foreseen as becoming more extensive in office operations than in manufacturing by 67 United States executives queried in a recent survey by the Bureau of National Affairs.

Generally, too, the 67 executives were of the opinion that the work force in individual plants will be reduced by normal turnover rather than layoffs. Most of those questioned did not expect a cut in the work week in the next five years but 40 per cent foresaw a cut to 35 or 37½ hours.

Some effects which the group expected to accompany automation were: (1) a decrease in the number of employees in individual plants; (2) greater specialization in the work force; (3) proportionately lower labour costs; (4) more centralized company organization; (5) greater supervisory training needs, and (6) higher wage rates and more widespread application of severance pay.

A Canadian executive, Robert D. Armstrong, Comptroller of the Canadian National Railways, referring to the new electronic computers being introduced into CNR accounting operations, had this to say about the effects of automation:—

"The computer can make calculations that dazzle the mind, but it is still only a machine. It has no intelligence, so it has to be directed by human intelligence.

"With the machines operating, we will need fewer employees. But there should be no layoffs because the normal rate at which a company as big as ours loses employees through marriage, death and retirement is greater than the rate at which we would have to cut clerical staffs.

"It'll just be a matter of not making replacements when certain vacancies occur," he pointed out.

At a conference held this month in conjunction with an engineering show at Philadelphia, L. C. Morrow, conference chairman and consulting editor of *Factory Management and Maintenance*, looked ahead to 1975.

By 1975, he claimed, "there won't be enough workers to fill the demand unless there is a great deal more speed in the application of automatic operation than we can see today.

"If we continue to improve standards of living at the rate we are going, by that time we'll have to produce \$3,900 worth of goods and services for each of our 220,000,000 population, or a total of \$858,000,000,000."

Mr. Morrow predicted that by 1975 each worker would be producing \$10,150 worth of goods and services a year, so that there would be a need for 84,000,000 workers.

## **Remove Health Matters From Bargaining, is Plea**

Industrial medicine should be removed from the arena of labour-management bickering because a factory's health programs now reach beyond the plant and into homes, Harry Read, Assistant Treasurer of the AFL-CIO, said last month. He was speaking at the American Medical Association's conference on industrial health.

Although tremendous progress has been made from the days when workers regarded the plant doctor as a member of management's staff and even a snooper for management, the still-practised method of bargaining for health provisions acts as a deterrent on good employer-employee relations, he said.

Industrial medicine now plays so vital a role that it should be recognized for that importance and no longer be fought over like wages, hours or working conditions, he added.

## **Advise No Major Change In U.K. Health Service**

A committee appointed by the U.K. Government to examine the cost, efficiency and future of the National Health Service reports that there has been no widespread extravagance in the use of money and manpower and no lowering of service by physicians. The service was initiated in 1948.

"We are strongly of the opinion", the committee stated, "that it would be altogether premature at the present time to propose any fundamental change in the structure of the National Health Service."

While there were defects of organization and administration, the service's record of performance has been one of real achievement, the committee said.

"Looking to the future, it is clear that there are long-term problems of high importance confronting the National Health Service, not a few of which can only be solved by the medical profession itself and which call for all the qualities of statesmanship and adaptability that it can command," the committee said.

The committee made no suggestions for substantial reductions in the annual cost of the service; in fact, it reported that some of its recommendations would tend to increase the cost.





**J. A. McClelland, OBE**

### **J. A. McClelland, OBE, of War Labour Board, Killed**

John A. McClelland, a former Vice-president of the International Association of Machinists (AFL-TLC) and who served on the National War Labour Board during the Second World War, for which he received the Order of the British Empire, died in a fire on January 9. He was 77 years of age.

Born at Barrow-in-Furness, England, Mr. McClelland was educated in Ireland and came to Canada in 1903. He was with the CPR for several years.

From 1912 to 1928 he served as an official of the IAM. During the First World War he was associated with government services and afterwards represented Canada at a number of labour conferences in Europe. From 1932 to 1940 he served on several boards of conciliation.

#### **Joined Board in 1941**

In 1941 Mr. McClelland joined the War Labour Board, serving on its executive committee, then as technical adviser and finally as a member of the Board until it went out of existence in 1946.

Mr. McClelland remained with the Department of Labour until 1948, when he retired to his home at Valois, Que.

## **Canada Ups Contribution To Technical Aid Plan**

Canada's pledged contribution to the Expanded Program of Technical Assistance of the United Nations and the Specialized Agencies for 1956, subject to approval by Parliament, is \$1,800,000, an increase of \$300,000 over the sum pledged for 1955.

At the sixth annual pledging conference for the Program held in New York in October, 61 governments pledged a total of \$28,031,536, which is already more than the total of \$27,996,017 pledged for 1955, although a number of governments have still to make their pledges.

### **Colombo Plan**

Most of the Colombo Plan countries also reported progress which equalled, and in some cases surpassed, that made in the previous year, according to the Colombo Plan Annual Report for 1954-55.

At a recent ministerial meeting in Singapore it was decided to expand the Plan until 1961.

Economic indicators show that there has been a considerable rise in national income and output in most of the countries concerned. In some the rise of income was at a greater rate than the growth of population. The rate of increase in income and output was, however, uneven.

Development outlay under the Plan continued to increase in all sectors. Agriculture attracted more than two-fifths of the total, transport and communications stayed at about one-quarter, and public health, education and housing also remained at about one-quarter.

## **Old Age Assistance Recipients Fewer**

The number of persons receiving old age assistance in Canada decreased from 94,493 at June 30, 1955, to 94,452 at September 30, 1955.

The Federal Government's contributions under the federal-provincial scheme totalled \$5,290,907.33 for the quarter ended September 30, 1955, compared with \$5,286,008.26 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed \$73,140,270.14.

At September 30, 1955, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.70 to \$37.64, except for one province where the average was \$27.75. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.39.

## **Ont. to Grant Allowances To Handicapped Persons**

Living allowances ranging up to as high as \$1,680 a year for handicapped persons undergoing rehabilitation treatment under legislation passed a year ago by the Ontario Legislature were announced by the province's Minister of Public Welfare, Louis Cecile, in an address last month before the Institute of Physical Medicine in Essex County.

The Minister said that the Ontario Government plans to make grants available to such people, after they have been accepted and approved by local rehabilitation authorities.

Grants will vary from \$60 a month—with up to \$15 extra when need is shown—for an unmarried person to \$115 a month for a married person with dependent child or children. These grants are to be paid for a maximum of two years, Mr. Cecile said.

Speaking on the same occasion Dr. Harold Cranfield of Toronto, medical adviser on physical medicine to the provincial Government's departments which deal with health and re-establishment problems, said that the basis of a program of rehabilitation is sound diagnosis of the individual case and a careful consideration of what is possible.

He divided all cases into four groups: those who can be made fit to return to work by special treatment and training; those who can be fitted for part-time work or work at home; those who can be taught to look after themselves; and those for whom nothing can be done. Experience has shown, Dr. Cranfield said, that when a person can be put back to work it means a tremendous saving in the public funds which would otherwise be required to support him.

## **Soap Co. Layoff Benefits Not Linked to State Plan**

A layoff benefit plan that is not linked in any way to unemployment insurance payments has been negotiated between the Colgate-Palmolive Company in the United States and the International Chemical Workers' Union and the Oil, Chemical and Atomic Workers International Union. It is said to be the first major layoff plan in the industry.

Under the plan, benefits of one week's wages for each year of service will be paid at the time of a worker's layoff provided he has worked for 24 of the preceding 30 months. The entire amount is to be paid at the time of layoff but if the worker is



**Birt Showler, MBE**

*—Steffens Colmer, Vancouver.*

## **Once TLC Vice-President, Birt Showler, MBE, Dead**

Birt Showler, MBE, a Canadian labour leader for nearly 40 years, died in Vancouver on December 8. He was in his 67th year.

A Vice-president of the Trades and Labour Congress for ten years, from 1943 to 1953, Mr. Showler was serving his fourth term as alderman in Vancouver at the time of his death. He was one of the original leaders of trade unionism in Vancouver.

Born in London, England, Mr. Showler came to Vancouver in 1910. In 1917, driving a horse and wagon, he helped to organize the teamsters. This was the beginning of his active union career.

Mr. Showler was elected Secretary of the Teamsters' Joint Council in 1917 and Secretary of the Milk Wagon Drivers and Dairy Employees' Union in 1919, posts which he held until January 1955.

For eight years he was president of the Vancouver, New Westminster and District Trades and Labour Council (TLC).

recalled to work in fewer weeks than the number for which he has received benefits, he will have to repay the excess at the rate of 10 per cent of his wages weekly.

The benefit will not be paid if the layoff is the result of causes beyond the company's control or of the worker's illness, or if the worker quits or is dismissed.



## **Studebaker Grants SUB But Gains Concessions**

The United Automobile Workers (AFL-CIO) have won a supplementary unemployment benefit plan under a new collective agreement with another auto manufacturer but have made certain concessions in return, which, it is said, will enable the company to compete on equal terms financially with the rest of the industry.

The three-year contract between the union and the Studebaker Division of the Studebaker-Packard Corporation, which was ratified early last month by a narrow majority of the members of Local No. 5 at South Bend, Ind., contains substantially the same economic provisions as the agreements negotiated earlier by the union and the other automobile manufacturing companies.

The economic package, as in the case of the other auto contracts, calls for a 6-cents-an-hour or 2½-per-cent (whichever is the greater) annual wage increase, and "inequity adjustments" varying from 3 to 25 cents an hour. The economic provisions are retroactive to last September 1.

The new contract incorporates provisions eliminating factors which the company believes lowered productivity under the old agreement. These changes affect seniority and displacement resulting from layoffs, transfers, production standards, relief and clean-up time, steward representation, and grievance procedure.

Company officials said that the new contract provided for seniority by classification, department, and shift; rather than by division as before.

Production standards, the company said, have also been revised, and both parties have agreed that standards shall be based on "a fair day's work for a fair day's pay". The management, according to the company, is given the right "to establish and enforce production standards".

## **N.Y. Employers' Group Opposes Ford-Type SUB**

A major New York State employer organization said last month that it would be opposed to "any supplemental unemployment benefit plan which would be tied in with the state's unemployment compensation system".

The Associated Industries of New York State announced January 15, following a director's meeting, that it opposed the type of guaranteed annual wage agreement in effect in the automobile industry.

## **20,032 Disabled Persons Receiving Allowances**

The number of persons in Canada receiving allowances under the Disabled Persons Act at September 30, 1955, was 20,032.

The Federal Government's contributions under the federal-provincial scheme totalled \$1,705,219.02 for the quarter ended September 30, 1955. Since the inception of the Act, the Federal Government has contributed \$2,877,611.78.

At September 30, 1955, the average monthly allowance in the provinces ranged from \$33.24 to \$39.42. In all provinces the maximum allowance paid was \$40 a month.

## **Price to Farmer Drops But Handling Costs Rise**

The United States Department of Agriculture reported in December that despite a reduction of 10 per cent in prices to the farmer, retail food prices in November 1955 were just 2 per cent below those of November 1954. In the year, it said, marketing and handling charges had increased 5 per cent.

The Department, in its first report on new studies of price spreads, said that farmers were now getting "only 39 cents out of every dollar spent for food in the retail store," the smallest share since 1940. The 39 cents compared with 42 cents in November 1954 and a peak of 53 cents in 1945.

## **Farm Cash Income Drops 2·3 Per Cent in 1955**

Farmers' cash income in 1955 was 2·3 per cent below that in 1954, the Dominion Bureau of Statistics reported last month.

Cash income from the sale of farm products and from participation payments on previous year's prairie grain crops amounted to an estimated \$2,323,330,000; the 1954 estimate was \$2,377,800,000.

The 1955 income estimate was 18·5 per cent below the all-time high of \$2,849,300,000 in 1952.

## **Sees No End This Year To Farming Depression**

No prospect this year of an end to the depression in Canadian agriculture, which has continued for three years even while the rest of the economy has been enjoying a boom, is seen by Dr. W. E. Haviland of Macdonald College.

In his view, "the price of prosperity in agriculture during the Second World War

now is being paid in the form of painful adjustments which have been under way since 1952.

"Getting people to eat more is no solution," he said. "People cannot eat more of everything. Canada's population increase is not sufficient to keep pace with production expansion and shrinking export markets."

Unmanageable farm surpluses seem to be assuming "an alarming measure of permanency," he said. His opinion is that there is no food surplus in the world as a whole "but we have not exhibited the will, nor have we found the financial way, to move our extra food into stomachs abroad instead of into storage at home".

In wheat, "the United States has been outselling and underselling us". The dairy market is mainly domestic and demand is expected to increase at a rate of only about 2 per cent a year, Dr. Haviland said.

### **Labour Income Reached New Peak in October**

Canadian labour income reached an all-time peak of \$1,139,000,000 in October, the Dominion Bureau of Statistics reported last month.

This was an increase of \$13,000,000 over the September total and of \$95,000,000, or 9 per cent, over the October 1954 figure.

In the January-October period, the total rose 7 per cent to \$10,603,000,000 from \$9,920,000,000 a year earlier.

Total wages and salaries increased in all industrial divisions in October with the exception of the finance and services group, in which there was a decline of \$2,000,000. Increases ranged from \$1,000,000 in the primary group of industries to \$6,000,000 for the construction industry.

### **Occupational Diseases Problems "Multiplying"**

The problem of occupational diseases in industry has become "enormously multiplied" in recent years, especially in rubber processing and handling of radioactive substances, Dr. Harold S. Mitchell, head of the Montreal General Hospital's allergy department, said last month in an address to the Progress Club.

"When a new compound or modernization of an industrial process is considered, careful investigation must always be carried out," he said. "Each new substance brings its own problems which often can be discovered only by experience."

Dr. Mitchell also said that a physically-handicapped person should not be excluded from employment that would not lead to danger to himself or to others.

### **Government Enforcement Of Wage Rates Opposed**

Enforcement of federal government wage scales on United States highway projects receiving federal aid has been opposed by the American Road Builders Association. Employment practices and rates of pay on such projects should remain a matter for adjustment by each state, a resolution at the Association's annual meeting declared.

The resolution asserted that administrative expenditures would be increased if payrolls were under federal control, that the right of collective bargaining would be seriously abridged, that states' rights would be abrogated and that construction costs would soar.

### **U.S. Jobless Insurance Now Covers 40,400,000**

The number covered by federal-state unemployment insurance in the United States reached a record of 40,400,000 on January 1 of this year, according to Acting Secretary of Labor Arthur Larson. This has been brought about by the extension of coverage to an additional 1,700,000 workers by the 1954 amendment to the Federal Unemployment Tax Act to include employers of four or more employees, and legislative action in a number of states providing unemployment insurance protection to employees of smaller business, state and local governments, and certain other units not previously covered by the federal law.

Before the 1955 legislative sessions the Secretary of Labor wrote to all governors calling their attention to desirable improvements in state laws dealing with unemployment insurance. His letters recommended that the maximum weekly benefit amount be adjusted to average gross earnings of all covered workers, and that weekly amounts below the maximum should represent 50 per cent of the workers' gross earnings. He also recommended that the states should carry out President Eisenhower's recommendation of a uniform 26 weeks' duration of benefits.

The new yardstick under the federal law is the employment of four or more workers in covered employment for some portion of a day in each of 20 weeks. State yardsticks vary.

Twenty states amended their unemployment insurance laws in 1955 to conform to the coverage provisions of the federal act. Four other states, in which employers of four or more were already included, broadened coverage beyond that of the federal Act.



## **1955 Immigration Drops To Five-Year Low**

The number of immigrants to Canada during 1955 dropped 30 per cent from the 1954 total and was the lowest in five years, according to figures released by the Department of Citizenship and Immigration.

In the 12-month period, immigrants numbered 109,946 compared with 154,227 over the corresponding period in 1954. Immigrants arriving in Canada during the last quarter of 1955 totalled 23,339.

Department of Citizenship and Immigration officials state the main reason for the drop in the figures was a drying up of immigrant pools abroad. Persons in Britain, Germany, Italy and the Netherlands were now less anxious to emigrate because of better economic conditions and job prospects in their own countries.

In efforts to halt the slide the Government has broadened its assisted passage scheme and now is encouraging winter movement of immigrants assured of employment in Canada. Officials believe these moves may be reflected in immigration figures in the first quarter of 1956. Previously winter movement was discouraged because unemployment was usually high in Canada.

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## **\$6.94 Per Person Weekly Spent on Food in Canada**

Canadian families in the country's larger cities spend an average of \$6.94 per person per week on food, it is indicated by a survey conducted by the Dominion Bureau of Statistics.

For the survey, which spanned the year 1953, the Bureau collected records of food expenditures of about 200 families in Halifax, Montreal, Toronto, Winnipeg and Vancouver each month. The survey families were selected by systematic sampling from a list previously drawn for the monthly labour force survey. Family incomes ranged from \$1,800 to \$6,500 a year.

The results of the survey were published last month in a reference paper, "Urban Family Food Expenditure".

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## **Aid to Depressed Areas Aim of U.S. Senate Bill**

The Administration's bill to aid areas of chronic unemployment was introduced in the United States Senate last month. The main features of the bill are: provision for setting up of a \$50,000,000 revolving federal loan fund to finance the preparing of land for commercial or industrial uses and the building of new factories and modernizing

of old ones; and provision of \$1,500,000 for annual grants for technical assistance.

Under the bill individual federal loans are not to exceed 25 per cent of the total cost of the project for which the loan is made, the state must approve the project, and 15 per cent of its total cost must be borne locally or by the state. Loans are also to be contingent upon the existence of a program for the economic development of the area as a whole, and are to be repayable within a period of not more than 20 years.

This bill differs widely from the one introduced by a Democratic senator and sponsored by seven senators from states with a large amount of chronic unemployment. That measure would provide \$100,000,000 for loans and the same amount for grants for public works. It would create an independent Depressed Areas Administration, allow 40 years for repayment of loans, and provide supplementary unemployment compensation benefits for up to 13 weeks after state benefits were exhausted, for those under retraining programs.

The need for a broad program to aid depressed areas, on the ground that the existence of "geographic pockets of continuing economic depression" retards national economic growth and may cause depression in other areas, was emphasized in a report issued a short time ago by the Joint Committee's sub-committee on low-income families. The sub-committee's opinion is that to be successful a remedial program requires not only federal action but also the co-operation of labour and management, church groups and community organizations, under the direction of a single federal agency.

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## **CCL Approves Merger of Affiliate and Hydro Union**

The Executive Committee of the Canadian Congress of Labour on January 30 approved the terms of a merger between the National Union of Public Service Employees, a CCL affiliate, and the Ontario Hydro Electric Employees' Association, an independent organization.

Discussions between the two groups have been in progress for some time and late last year the membership of the Hydro Employees' Association voted by a large majority in a referendum ballot to merge with the Public Service Employees (L.G., Jan., p. 27). As a result of the executive decision, the 13,000 members of the Ontario Hydro Electric Employees' Association will become part of the Canadian Congress of Labour.

## **Radio, Television Unions Agree on Affiliation**

Announcement was made last month of an affiliation agreement between the Association of Radio and Television Employees of Canada and the National Association of Broadcast Employees and Technicians (AFL-CIO-CCL).

ARTEC, which represents 1,700 office and professional employees, including announcers, of the CBC, has not hitherto been affiliated with any major organization. NABET, which represents CBC technical employees, was formed 20 years ago in the United States and has been functioning in Canada since 1952.

The unions said that in combining forces their intention was "to complete the organization of the entire radio-television industry from Newfoundland to British Columbia," and that they "plan to raise basic wages in the independent stations to the wage levels in the CBC, to put an end to wage inequalities".

## **CBRE Given Support in Fight to Repel UMW Raid**

An attempt by the United Mine Workers, District 50, to wrest representation of the Montreal Transportation Commission's conductors, motormen, and bus drivers, numbering about 800, from the Canadian Brotherhood of Railway Employees (CCL) is meeting with strong resistance from the CBRE, with the active support of both the TLC and the CCL.

The raid by the UMW coincides with the recently announced merger of the Canadian Workers' Association (ind) with the miners' union. Paul Emile Marquette, President of the CWA, was for a long time connected with the MTC's operating employees, at first as an official of the CBRE and later, from 1946 until 1952, as head of his own Canadian Workers' Association, which he founded in 1946. The CWA lost the representation of the conductors, motormen, and bus drivers to the CBRE in 1952.

In a joint statement, issued January 20, Claude Jodoin, President of the TLC, and Donald MacDonald, Secretary-Treasurer of the CCL, said: "The conduct of raids, in an effort to entice workers from one union to another, is completely contrary to the spirit of unity and co-operation. On behalf of both the Trades and Labour Congress of Canada and the Canadian Congress of Labour, which will shortly unite in the Canadian Labour Congress, we deplore the action of those who are attempting to split the employees of Montreal Tramways and

we call upon the workers to stand united with their one million fellow workers in our two Canadian congresses."

UMW officials in Montreal have attacked the pension plan approved by the CBRE, which was recently accepted by a large majority of the employees of the MTC, and have endeavoured to convince the employees of the superiority of the UMW's welfare and retirement fund plan.

## **U.S. Reports Shortages Of Skilled Workers**

Only one in seven in the work force of the United States is a skilled worker or a technician.

Total skilled workers and technicians number about nine million.

Replacement needs just for those who die, retire or leave the field run about 250,000 annually.

Shortages exist in many skilled worker and technician fields.

These facts are reported in a recent pamphlet published by the U.S. Department of Labor.

The productiveness of the nation is directly hinged to the size of the skilled work force. The pamphlet presents a picture of the size of the nation's skilled work force, a breakdown into various classifications of skills, how skills are acquired and where, shortages that exist in the armed forces, minimum education apparently required to enable the acquisition of skills, the experience of the armed forces as regards sectional areas of the country as providers of the raw material for training in skilled classifications, the relation of skill to unemployment and the impact of automation on skill.

The pamphlet, entitled *The Skilled Work Force of the United States*, is available from the Superintendent of Documents, United States Government Printing Office, Washington, D.C.

## **Civil Service Accidents Increase in December**

Accidents to federal civil servants and employees of Crown corporations reported to the Government Employees Compensation Branch during December numbered 1,441, an increase of 134 over the 1,307 reported in November.

In the first nine months of the current fiscal year, accidents reported now total 11,815, an increase of 395 over the 11,420 in the same period of the previous fiscal year.



## **U.S. President Repeats 1955 Labour Requests**

Enactment of the recommendations he made to Congress last year for the amendment of the Taft-Hartley Act was urged by President Eisenhower in his State of the Union message sent to the United States Congress early in January.

These amendments included changes dealing with the right of economic strikers to vote in representation elections, the requirement that employers should file non-Communist affidavits, government-conducted secret ballot strike votes, a large measure of immunity from certain provisions of the law for unions in the building trades and the maritime and amusement industries, easing of secondary boycott and injunction provisions, and several other changes.

There is said to be little likelihood of the amendments being passed at this session, however.

The President also repeated his request made to Congress the year before that the coverage of the minimum wage should be broadened.

The message requested measures to clarify and strengthen the eight-hour laws for workers subject to federal jurisdiction, occupational safety legislation, improvement of the Longshoremen's and Harbor Workers Compensation Act, and amendment of the District of Columbia's laws regarding non-occupational disability insurance and unemployment insurance. It also urged Congress to implement an equal-pay-for-equal-work law.

The Administration, the President said, will shortly propose legislation to assure adequate disclosure of the financial affairs of each employee pension and welfare plan and to afford substantial protection to the beneficiaries of such plans.

The message said that provision should be made, by federal reinsurance or otherwise, to foster extension of voluntary health insurance coverage to many more persons, especially older persons and those in rural areas.

Under the 1954 amendments to the old age and survivors' insurance program, protection was extended to some 10,000,000 additional workers and their families, and benefits were increased. This system is sound, the President said, and must be kept so. The Administration will present its recommendations for further extension of coverage and other steps which may be taken wisely at this time, he said.

Social security amendments approved by the House, and now pending before the Senate Finance Committee, are designed to lower the retirement age for women from 65 to 62 years, to allow benefits at age 50 to those who retire before their time because of disability, and to provide benefits for disabled children 18 years of age and over.

A firm program of public housing is essential until the private building industry has found ways to provide more adequate housing for low-income families, the message stated, and the Administration will propose authority to contract for 35,000 additional public housing units in each of the next two fiscal years for communities which will participate in an integrated attack on slums and blight.

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### **U.S. Unemployment Insurance**

Unemployed workers were paid a total of \$1,340,000,000 in state unemployment benefits last year, the U.S. Department of Labor reports. This was 34 per cent less than the 1954 total. Benefit payments dropped considerably in the second half of 1955 as employment expanded.

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## **Proceedings of Parliament of Labour Interest**

### **Speech from the Throne**

**January 10**

*Industrial Status of Women*—A bill to provide for equal pay for equal work in industries under federal jurisdiction will be introduced.

*Unemployment Assistance*—Parliament will be asked to approve legislation to implement a program for the sharing of costs with the provinces of assistance to unemployed persons not eligible for unemployment insurance benefits and in need.

*Health Insurance*—Arising out of the federal-provincial conference in October, a committee of ministers from all governments was established to consider health insurance programs. The work of the committee is already under way.

*Federal-Provincial Fiscal Arrangements*—A specific proposal, to commence next year, will be placed before all provincial governments.

*National Housing Act*—Amendments will be introduced to increase assistance designed

to encourage redevelopment of older sections of Canadian cities to their best use, and to increase amounts of loans available for home improvement.

*Trans-Canada Highway Act*—Amendments to accelerate completion of essential links in the highway.

*Gas Pipeline*—Parliament will be asked to provide for the construction jointly with the Ontario Government of a gas pipeline across Northern Ontario.

*Colombo Plan*—Parliament will be asked to authorize Canada's continued participation in the Plan and in the United Nations Technical Assistance Program.

*Employment*—On the employment situation, the Speech contained the following statement:

A higher level of employment this winter than last seems to be assured and the improvements you made to the Unemployment Insurance Act last year will provide a better coverage for those who are temporarily without work, particularly in the winter season. Various departments and agencies of government have sought to arrange their construction programs to provide more employment during the winter season. It is gratifying to note that many other employers are endeavouring to follow the same policy.

## Industrial Status of Women

January 11

Mrs. Ann Shipley (Timiskaming), in moving the address in reply to the Speech from the Throne, expressed pleasure at the Government's intention to introduce a bill to provide that women will receive equal pay for equal work in industries under federal jurisdiction. She said:

Speaking on this subject on previous occasions, I pointed out how difficult it is to evaluate what is equal work, and I shall be most interested to examine the methods of administration which will be proposed in the forthcoming Bill. What I would like to see is some method of giving women equal opportunities for advancement, but I know of no way of putting that into legislation in order to ensure the desired results. I notice that there is a vacancy on the Civil Service Commission and I urge strongly that this vacancy be filled by the appointment of a woman. Not only do I feel that this is necessary; I urge that this should be done if we are to obtain our objective of equal opportunities for all.

Miss Margaret Aitken (York-Humber) inquired if it is the Government's intention to appoint a woman to the Civil Service Commission. The Prime Minister

replied that the matter has been under consideration and a decision had been reached but that the person the Government desired to appoint felt she was not desirous of accepting the appointment. The matter is still under consideration, he said, "because we would like to have a competent woman acting on the Civil Service Commission".

January 12

Hon. Milton F. Gregg introduced the following motion:

That it is expedient to introduce a measure to provide equal pay for female employees as compared with male employees of the same employer, for identical or substantially identical work in federal works, undertakings or businesses; and to provide further under the enforcement procedure for the appointment of referees who may be paid such allowances and expenses as may be approved by the Treasury Board.

January 16

Bill received first reading.

## Unemployment Insurance

January 11

Stanley Knowles (Winnipeg North Centre) asked the Minister of Labour if arrangements have been made for unemployed persons who have been denied benefits under the new Unemployment Insurance Act to be put on benefit if they could have qualified under the terms of the old Act.

Mr. Gregg replied that since the coming into effect of the new Act on October 2 the Commission has been following the course of its operations very carefully and he was glad to report that, in the main, "the great revisions of last year have gone into effect very well indeed". It has been found that some adjustments are necessary so that the actual application of the Act could more closely conform with the intentions of Parliament. Some it was possible to achieve by regulations under the Act. On others, the Commission would like to have a little longer time to complete their preliminary survey and to assess the longer term effects of any further adjustments it might recommend to the Government. Mr. Gregg added:

The Commission feels that a useful part of their survey would be for them to get at first hand from hon. members an outline of any difficulties that are being experienced among their constituents. With this in view, I shall be happy to arrange for any hon. member...to discuss this whole matter with the members of the Commission and myself because it is not quite as simple as it appears to be on the surface.



### January 16

L. T. Stick (Trinity-Conception) asked that the provisions of the Unemployment Insurance Act be examined to cover fishermen.

### January 17

Coverage of fishermen was also urged by H. J. Robichaud (Gloucester) and Charles Cannon (Iles-de-la-Madeleine).

Mr. Cannon suggested that the Act be amended to lengthen the period in which the 30 weeks of contributions are to be made from 12 months to 18 months. He proposed also that seasonal benefits be payable from December 15 to April 1, instead of January 1 to April 30 as at present, so that claimants would not be deprived of these benefits during the Christmas season.

### January 19

Asked by Stanley Knowles (Winnipeg North Centre) if a ruling had been obtained from the Department of Justice as to whether it will be possible by regulation to pay unemployment insurance benefits to persons denied under the new Act, provided they could have qualified under the old Act, the Minister of Labour made the following reply:

The answer is that a ruling has not been received as yet. While I am on my feet, I can report at first hand to my hon. friend that in his own city of Winnipeg there are not a very large number so affected. I was glad to find in my weekend visit there that under our new legislation some 25 per cent more were qualifying for seasonal benefits this winter, and I am quite sure it includes practically all those he has in mind.

### Disabled Persons

#### January 12

F. S. Zaplitny (Dauphin) asked if, in view of the fact that there is no reference in the speech from the Throne to any proposed amendments to the Disabled Persons Act, the Minister of National Health and Welfare would indicate whether he is prepared to recommend amendments to the Act during this session?

The Hon. Paul Martin replied that the question is one that will be studied very carefully by a group of administrators of disability allowances from both the federal and provincial governments.

### Blind Persons

#### January 12

Asked by Stanley Knowles (Winnipeg North Centre) what consideration the Government is giving to the request of the blind organizations in Canada for a supple-

mentary allowance to blind persons to help them to meet special expenses which arise because of their blindness, the Minister of National Health and Welfare replied that the Government is giving all representations of such character its most careful consideration.

### Labour Legislation

#### January 12

Hon. George A. Drew, Leader of the Opposition, in the debate on the Speech from the Throne, observed that there was no reference to a revision of Canada's labour legislation. He said:

It will be recalled that at a time when this House was brought together to meet a situation, with which the Government dealt in a manner of which we did not approve, we emphasized then the need for a review of our labour legislation. We pointed out then and we have pointed out continually since then that, as this country rapidly expands and our industrial development creates increased numbers of workers in this country, a basis of harmony and of understanding and of the recognition of the rights in clearly-defined terms of those who work in our many activities in Canada is an essential part of that good understanding, of that good fellowship which is a priceless part of the development of this Canadian democracy of ours.

We have had general assurances that this subject was being considered, but now when concern may be felt by many about the situation that could arise, it is not too much to ask the Government to take steps to carry out the recommendation that was made at that time and call together representatives of labour, of management and of the Government, so that the greatly cherished rights of organized labour, the relationship of management to labour and the relationship of the public represented by the Government may be explored and interpreted in satisfactory and desirable legislative terms. There is no reference to this in the Speech from the Throne.

### Health Insurance

#### January 13

Asked by Stanley Knowles (Winnipeg North Centre) if the Government would be prepared to introduce at this session legislation implementing any agreement reached between the federal Government and the provinces respecting health insurance, the Minister of National Health and Welfare made the following reply:

The federal and the provincial governments are to meet pursuant to a suggestion made by the Prime Minister of Canada at the conference which was held in this chamber on October 3. That conference set up a subcommittee consisting of the Minister of National Health and Welfare, the Minister of Finance and the provincial treasurers of the provinces. That committee is to meet on January 23 next. I would remind my hon. friend of the words of the Premier of Ontario that the only way to make progress

in this matter is to recognize that co-operation between the provincial and the federal governments is essential. I would hope the hon. gentleman would agree with that view.

## **Industrial Relations**

**January 13**

A Bill to amend the Industrial Relations and Disputes Investigation Act to provide for the voluntary revocable check-off of union dues was introduced by Stanley Knowles (Winnipeg North Centre).

## **Old Age Pensions**

**January 16**

Asked by the Member for Winnipeg North Centre, Stanley Knowles, if it is the intention of the Government at this session to increase the amount of pension "in accordance with the increase in the gross national product," the Minister of National Health and Welfare replied that the Government "is giving consideration to a number of matters in the health and welfare field, one of which will involve a discussion with the provinces on the 23rd of this month".

## **Family Allowances**

**January 17**

Family allowances should be increased to keep pace with the rising cost of living, Charles Cannon (Iles-de-la-Madeleine) said. If the Government cannot see its way to double them, it should at least increase them by 25 or 50 per cent, he said. If it is impossible to do this all along the line, current payments for younger children of \$5, \$6 and \$7 monthly should be raised to \$8, he suggested.

## **Automatic Retirement at 65 Years**

**January 18**

The Department of National Defence does not automatically lay off people at age 65, Hon. R. O. Campney said in reply to a question put by W. G. Dinsdale (Brandon-Souris). While 65 is regarded as the normal age for retirement, if an employee indicates that he wishes to continue working after 65, each particular case is considered on its merits, the man's usefulness, his ability to discharge his duties and whether a favourable decision would be helpful to him, the Minister said.

## **Guaranteed Annual Wage**

**January 18**

Mr. A. H. Hollingworth (York Centre), speaking during the debate on the Speech from the Throne, devoted his remarks almost entirely to an appraisal of the guaranteed annual wage.

It is not, he stated, as new a departure as it is reputed to be; the principle is already in effect in the United States. The great merit of the guaranteed annual wage, said Mr. Hollingworth, is that it gives the unionized working man security in a complex society where otherwise he would be at the mercy of economic conditions of supply and demand over which he would have little or no control. It also provides more security for the industrialists, he said.

"It is my opinion," he concluded, "that the guaranteed annual wage opens up new vistas, new challenges to industry, which I feel certain will prove beneficial to labour, to management and to the Canadian people and will render even greater the speedy development of this great Canada of ours."

## **Immigration**

**January 18**

The Minister of Citizenship and Immigration, at the request of E. D. Fulton (Kamloops), tabled a return showing that 103,273 immigrants were admitted to Canada in the first 11 months of 1955. Figures for the month of December were not available.

In the same period in 1954, the figure was 146,773, and in 1953 it was 157,638.

J. H. Ferguson (Simcoe North) said "a most important item, immigration, has been forgotten," and charged the Government with lack of forethought. Canada, now in an economic up-surge, he said, finds itself short of both materials and labour.

## **National Housing Act**

**January 19**

The Hon. Robert H. Winters, Minister of Public Works, was asked by the member for Burnaby-Coquitlam, Erhart Regier, if, "in view of the announcement by the banks indicating a decline in money being available for housing, would the Government consider again supplying a portion of NHA funds as it did before the first session of this Parliament". He replied:

I should point out that I do not know of any general announcement by the banks regarding a decline in money available for housing. There has been no indication by prospective borrowers that there is a general shortage of mortgage money under the National Housing Act. As the hon. member knows, the Act contains authority by which Central Mortgage may make loans directly to borrowers if loans are not being made available by approved lenders. If a shortage of mortgage money did occur it would be a matter of government policy, in light of the circumstances at that time, to determine to what extent the Corporation's power to make direct loans should be used. At the present time this authority is being used in the smaller communities. It is the Government's intention to insure that a high level of house-building continues.



# The Department of Labour Library

Established in the same year (1900) as the Department of Labour and the *Labour Gazette*, the Library has grown to become one of the most outstanding labour libraries in the world, now has 140,000 volumes

In the very first issue of the *LABOUR GAZETTE*, in September 1900, its young editor, William Lyon Mackenzie King, wrote of the Library of the Department of Labour. "An important feature of the Department of Labour will be 'A Labour Library', towards the establishment of which steps have already been taken," he said.

Then he added:

It is intended to make a collection of books, reports, and other documents of interest to labour, and of such publications in particular, as have a bearing on the industrial and other economic conditions of Canada. Notices will be given from time to time in the *LABOUR GAZETTE* of current publications received, and attention directed by references and abstracts to such points in them as is thought desirable to bring to the notice of our readers. It is hoped, that in this way those interested in labour matters may be kept informed of important movements abroad, and developments at home, and that the nation may, by degree become possessed of a store of material, from which as original sources, the best history of its growth may be traced.

Labour had for long years been insistent in its requests that such an establishment be created. A recommendation by the first convention of the Canadian Labour Union, made during the afternoon session on September 25, 1873, that the Dominion Government create a Bureau of Labour and Statistics was extended at the 1876 meeting of the Union—on August 3—to include a request that "a collection of information bearing upon the labour question be made". This was an explicit request that a library form part of a Department of Labour.

Similar requests were made at the convention of the Canadian Labour Union of 1877, and repeated again and again by the Trades and Labour Congress after 1886. The Royal Commission of 1887-1889 also recommended strongly for a Library in its report to Parliament.

When the Conciliation Act of 1900 was passed establishing a Ministry of Labour, a definite reference to the establishment of a library was made.

Mackenzie King, the Chief Editor of the *LABOUR GAZETTE* and first Deputy Minister of the new Department of Labour, was the directing mind behind the first work of the Library in its early days in 1900, 1901

and 1902. It started quite humbly but has since become one of the most outstanding labour libraries in the world.

The Annual Report of the Department of Labour for 1901-1902 declared:

During the year 1901-1902 the Department has made special efforts to increase the collection of reports and other documents having to do with industrial and labour conditions in Canada and other countries, and to improve in various ways its Library of Labour Literature. An important work in this connection has been the classification of reports and other documents gathered by the Department during the past and previous year and the preparation of a reference catalogue.

It is interesting to note the divisions into which the Library was divided at this time. The report continued:

There are three main divisions in the Library—

(1) A Division containing publications of Labour Departments, particularly those gathered by the *LABOUR GAZETTE* in the daily course of its work and also of the Bureau of Statistics in Canada and throughout the world.

(2) A Division containing other publications relating to labour (excepting Trade and Labour Journals).

(3) A Division containing Trade and Labour Journals.

These Divisions covered:

(a) Publications of Labour Departments and Bureaus of Labour Statistics in Canada and abroad.

(b) A complete file of the publications of the Labour Department of the United Kingdom and of the United States.

(c) A large number of annual and special reports published in the various states of the American Union.

(d) Publications of the Austrian Government.

(e) Publications of the *Office de Travail*, Belgium.

(f) Publications of the *Ministère de l'industrie et de travail*, France.

(g) Many of the most important publications of the Labour Departments of New Zealand, New South Wales, Western Australia and Eastern Australia.

(h) Publications of the Labour Department of Canada and of the new Bureaus of Labour of Ontario and Quebec.

In constituting the Library, special efforts were made to obtain as complete a

set as possible of all official documents published by all existing Labour Departments or Bureaus in the world. In some instances it was impossible to obtain old reports, but on the whole a satisfactory collection was made. This policy was followed and is still being followed. The policy in 1900, 1901, 1902 and 1903 to follow up all contacts made in this way and to request friendly Departments to forward future publications assured and has obtained a constant flow of documents.

From the beginning, as publications arrived, their receipt was noted in the *LABOUR GAZETTE*; this procedure is still followed today.

The collection of published material was an important feature of the Conciliation Act of 1900, under which the Department of Labour—and the *LABOUR GAZETTE*—was created. In the words of that Act, the purpose of the Department would be “to collect, digest and publish in suitable form statistical and other information relating to the conditions of Labour, to institute and conduct inquiries into important industrial questions, upon which adequate information might not, at that time, be available, and to issue at least once in every month a publication known as the *LABOUR GAZETTE*, which shall contain information regarding conditions of the labour market and kindred subjects, and shall be distributed or procurable in accordance with terms and conditions, in that behalf, prescribed by the Minister.”

The establishment and expansion of the Library was a natural outgrowth of this collection of material. It was needed as a custodian of the many thousands of documents and publications received from existing libraries of Labour Departments and from other sources all over the world.

For many years the Library acted as a reference Library and later as a free circulating and reference Library for the public. Located in the Confederation Building, it is the only storehouse in Canada for the great mass of Canadian and American trade union publications. Seven hundred Canadian labour periodicals, some of them dating back to 1872, are in the Library. These cover the early formation of labour unions and their councils and congresses.

At the end of its first year the Library possessed 2,500 volumes and reports; by the end of the second year, 3,000 books; and by 1908, a collection of 8,500 books. There are now 140,000 volumes in the Library, classified by subjects under the headings which appear in the Library's subject list: They appear in the Library's

Catalogue under author, title and subject, the latter appearing in a separate catalogue. The Library of Congress system of classification is used; the re-classification of the book collection begun in 1942 will be completed later this year. Pamphlets and ephemeral material are kept in a separate vertical file collection, alphabetically by subject.

Publications are classified by many categories, such as: training in industry, industrial relations, health and safety, occupational guidance, social security, labour legislation, industrial pension plans, apprenticeship, working conditions, wages and hours, etc. It should be noted that the collection of proceedings of trade unions are kept alphabetically in a separate group. There are approximately 4,000 items in this collection, from Canadian, American and Commonwealth sources.

There are approximately 300,000 cards in the catalogue of the Library. The classification system permits speedy replies to the inquiries made each year; there were approximately 3,335 inquiries or requests for specific and varied information during the fiscal year 1954-55. Many of these inquiries required intensive searching and the preparation of bibliographies, approximately 90 of which were prepared in the year. Bibliographies prepared to date by the Library staff total nearly 490; they are available on request.

Of the many requests received by the Library, the following is a sample:

You may recall, that about two years ago, I wrote to you from Rio de Janeiro, Brazil, for some advice and assistance in setting up a Library there for the operating companies of the Brazilian Traction Light and Power Co. Limited.

I find myself back again in Canada in the same capacity here, needing the same information, which unfortunately I left in Brazil. I hope that it will not be much trouble for you to give me the same information again. I refer to the necessary guides to a librarian for setting-up shop, and also for the lists of periodicals from three groups, which the Board serves, namely, management, labour and medical. In addition it would be helpful for us to have from you Bibliographies in these three distinct fields of literature.

We shall appreciate your advice and assistance.

Telephone requests are received daily for information on subjects like: How to Form Union Locals, Industrial Health, Occupational Hazards, Profit-Sharing Plans, How to Build Personnel Departments, Housing, Handicrafts, Salesmanship, Executive Compensation.

For many years, as stated before, the Library has served as a free circulation and reference Library. Last year 362 individuals



and concerns borrowed 7,385 volumes. Within the Department itself, last year there were 146 individual readers of labour journals, pamphlets, etc. The Department of Labour Library is used by unions, industry, other government Departments, journalists, management and students.

Information supplied by the Library on industrial disputes has in hundreds of cases enabled those involved in a dispute to settle the disagreement.

The Library has in recent years added about 3,000 books annually to its collection, until now it has 140,000 books and pamphlets on all phases of labour and industry and has become the most complete labour library in Canada. It is so complete, in fact, that labour unions use it as a source of information concerning their own union. Every year an average of about 1,500 annual reports from governments, unions, companies and other organizations are added, as well as all the publications of the International Labour Organization.

The annual flow of about 3,000 volumes may be divided as follows:

Annual reports from governments, companies, unions, Bureaus of Labour, Libraries of Labour and other organizations (900 annually).

General, industrial and occupational magazines from Canada and outside (475 annually).

Trade union constitutions and proceedings 250 annually).

Trade journals and house organs.

Volumes purchased, exchanged, or received *gratis*.

Over the years a valuable collection of rare historical volumes on the labour movements in Canada, Great Britain and the United States has been compiled. These include books like the following:—

*State of the Poor*, by Sir Frederick Eden (3 Volumes, dated 1797).

*London Labour and the London Poor*, by Henry Mahew, 1861 (4 Volumes).

*The History of the 12 Great Livery Companies in London*, by William Herbert, Librarian of the City of London, 1834 (2 Volumes).

*The Homes of the Working Classes*, by James Hole, London, 1866.

*On Labour*, by William Thornton, 1872.

*Condition of the Industrial Classes in Foreign Countries*. (These are reports published by Her Majesty's Diplomatic and Consular Agents Abroad, London, 1873. 3 Volumes).

*History of the Merchant Tailors*, by Charles Hode, London, 1888 (2 Volumes).

*Evidence, Royal Commission on Capital and Labour*, 1889.

*An Essay on the Relations between Capital and Labour*, by C. Morrison, London, England, 1854.

*History of Progress in Great Britain*, 1866.

Almost all the volumes in the Library may be obtained for a period of a month, although some volumes in demand are available only for shorter periods. The Inter-Library Loan Service, National and International, makes it possible for students of schools or colleges to obtain material by placing their request with the Library of their institution.

The Library also preserves publications of the Department itself, on labour organization in Canada; wages and hours of labour; strikes and lockouts in Canada; wages, hours and working conditions in specific industries; labour demand and supply; placement operations of the National Employment Service; annual reports on labour legislation in Canada, monographs and pamphlets on occupational guidance; Annual Reports of the Department; *Teamwork in Industry*, a regular publication of the Labour Management Co-operation Service; Annual Reports of the Vocational Training Branch; quarterly bulletin of the Bureau of Technical Personnel, and the LABOUR GAZETTE, etc. The Library has a complete file of the LABOUR GAZETTE from 1900, in both English and French.

The Library has been modernized since 1948. The adoption of microfilming to preserve and make available a wider distribution of old and valuable documents is an illustration of how it keeps its methods up to date. The microfilm collection now numbers 216 Canadian subjects and 172 United States items.

The appendix to the Library of Congress *Information Bulletin*, December 19, 1955, page 2, tells the story of the microfilm service as follows:

*Canadian Labour Papers Microfilmed*. The Canadian Department of Labour Library, Confederation Building, Ottawa, has published a mimeographed list of 177 Canadian Labour Paper titles of which microfilm copies are available, either through inter-library loan or by purchase at the price of 9 cents per foot delivered. Reels of film will not be split to supply specific dates but may be purchased as they are reeled. Information on footage of any title will be supplied by the Department Library. In addition to providing a list of microfilms available, the list also represents an excellent bibliography of Canadian Labour Papers.

Outside Libraries have purchased many of these films and loans have been made to others.

There is a constant stream of books being loaned each year. In 1954-55, there were 3,370 volumes and 1,200 periodicals loaned. In that year 64 libraries made use of the loan service and 3,350 persons visited the Library.

An important continuing function of the Library is to assist in research by providing specific information and published sources of information on all phases of labour and economic activities required in current departmental projects.

Many requests have come for aid and advice in helping to build and plan new

libraries and the re-organization and rehabilitation of old libraries. Requests have come from: the Library, Combines Investigation Branch, Department of Justice; the Department of National Defence; Provincial Library of Fredericton, N.B.; Brazilian Traction and Power Company, Rio de Janeiro; the Civil Service Commission; and the Royal Commission on Canadian Broadcasting.

When the Civil Service Commission was planning a training service Library, the Librarian of the Labour Department acted in an advisory capacity on training methods for the Commission.

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## 38th Annual General Meeting of the Canadian Construction Association

Construction industry has doubled its annual volume since war's end, President reports. NHA amendment to permit purchase of existing homes suggested. Need for double the number of apprentices is pointed out

The construction industry in Canada has roughly doubled its annual volume of work during the decade since the end of the Second World War, said W. G. Malcom in his presidential address to the 38th annual general meeting of the Canadian Construction Association, held in Winnipeg from January 16 to 18 inclusive.

In 1946, Mr. Malcom said, 60,000 dwelling units were completed, while last year the total exceeded 125,000. During the same period the mileage of paved roads had risen some 75 per cent, and cement production and consumption in Canada had more than doubled.

"The present above-average carryover of work, the high levels of personal savings and corporate investment funds, together with the large number of projects on the designing boards are... supports to predictions of busy months ahead," he continued. He said, however, that "increases in the volume of construction will likely be limited more by shortages of certain materials, such as structural steel, than by shortages of investment capital".

Referring to the part which the Government might play in stimulating construction activity, Mr. Malcom mentioned projects commonly undertaken directly by governments, such as roads, bridges and institutional buildings. But, he said, governments

could also indirectly bring about an increase in the volume of building. Roughly half of our new houses, amounting to about 15 per cent of the total volume of construction, were being financed under the National Housing Act and there was still considerable scope for increasing the housing market.

Provision in the NHA for "lower down payments, loans for the purchase of existing houses, and the creation of 'open-end' mortgages, would enable more people to own their own homes," he said.

However, he went on, the industry itself can take a hand in promoting increased construction activity. "Our basic requirement is to maintain construction costs at levels that will encourage investment. This is largely a question of increasing our efficiency and expanding our industry's capacity. In short, we must see that we give increasing value for the construction dollar.

"Our training program for practically all personnel classifications has failed to keep up with the pace of the industry's expanded volume. The number receiving apprenticeship training should be at least doubled and there is a chronic shortage of engineers, superintendents, estimators and other skilled men in the industry," he asserted.



## Hon. Milton F. Gregg

Hon. Milton F. Gregg, Minister of Labour, in his address to the meeting had a good deal to say about seasonal unemployment in the industry and about the steps that were being taken, and those that remained to be taken, to prevent this "waste of manpower".

He said that progress in this direction had been considerable. From 1924 to 1928 the amplitude of seasonal employment variations in construction was about 66 per cent, in the years 1947 to 1951 it had dropped to about 38 per cent, while in the last five years it was 37 per cent.

"The main obstacles [to more winter employment] are prejudice, habit, and misunderstanding," Mr. Gregg said. "These barriers can be overcome in time, given the goodwill of all concerned."

The Minister mentioned the steps being taken by government departments to arrange their construction and repair work in such a way as to provide the maximum amount of winter employment, and he gave instances of efforts private employers were making, not only in construction but also in other industries, to reduce seasonal unemployment.

## Housing Report

V. L. Leigh of Victoria, reporting to the convention on housing, said that for Canadian families the attractions of home-ownership had to compete with the attractions of owning a car or a TV set. To meet this competition, he said, the construction industry must be able to provide a well-constructed house without "frills or luxuries" and "the desire for home ownership must be created greater than the desire built up through years of advertising cars, TV sets or high-cost entertainment. In other words, we must actually compete for the monthly payments of the wage earners."

## Apprenticeship

Roy H. Foss of Montreal, reporting for the Apprenticeship Committee, said that the largest apprenticeship programs are in Quebec, Ontario and Alberta.

Following the CCA's pilot study in the Toronto area, Mr. Foss said, it was agreed that the most effective apprenticeship promotion activities were those on the local level, and that the Association's main role would be that of a source and clearing house of information helpful to provincial and local apprenticeship committees and to individual members.

## Research and Education

J. D. Allan, making the Research and Education Committee's report, said that a \$2,000 annual fellowship for post-graduate study in construction had been established by the CCA. He said that postgraduate courses in building construction or construction engineering were not available in Canada at present but that further study was being given to the possibility of the establishment by the Ryerson School of Technology, Toronto, of a school of construction technology.

## Labour Relations

During the past year the hourly earnings of construction workers, reckoned on a country-wide basis, had risen about 3 per cent, A. C. Ross, Ottawa, chairman of the Labour Relations Committee, said in his report. This meant a gain in real wages, because prices had remained virtually unchanged during the year. The higher volume of construction work during the year also resulted in more employment in 1955 than in the previous year, he said.

According to a review of basic construction costs compiled by the Association, 1955 averages of basic costs of construction were about 30 per cent higher than in the base year 1949. In the same interval prices of residential and non-residential building materials went up by approximately 23 and 24 per cent respectively. Wage rates for construction workers, the other main component of basic costs, showed a much sharper rise of some 43 per cent in the same period.

This means that workers in the industry have obtained an average annual increment of almost 4 per cent in real wages, since consumer prices rose only a little more than 16 per cent between 1949 and 1955, Mr. Ross said.

## Resolutions

Resolutions passed at the convention included those recommending a high rate of home building, increased wintertime work, and continued federal investment in highway construction.

## Election of Officers

Allan Turner Bone of Montreal was elected President of the Association at the election of officers for the coming year. Vice-presidents are T. N. Carter, Toronto; and H. J. Ball, Kitchener. N. A. Eager, Hamilton, was elected Honorary Secretary, and D. L. Donaldson, Ottawa, Honorary Treasurer.

## Rehabilitation Co-ordinator Addresses Meetings

**Nurses told how they can help to provide necessary encouragement and inspiration to the disabled; employers' group shown how employment of handicapped can bring profit to the firm, happiness to those employed**

"In the critical stages of treatment, professional nurses can provide the encouragement and inspiration needed to help disabled people to face the future with assurance and progress towards their rehabilitation within the community." This statement was made by Ian Campbell, National Co-ordinator, Civilian Rehabilitation, when addressing a meeting of the Ottawa Area Chapter of the Registered Nurses of Ontario.

Mr. Campbell said that the present century had seen a complete reversal in the attitude of people towards the disabled. Many disabilities that formerly plagued humanity can now be avoided. When a disability does exist, modern rehabilitation techniques can often enable the individual to rise above his disability and find a useful place in the community.

He told the Ottawa Nursing Chapter that nurses form a key part of the rehabilitation team which includes doctors, social workers, vocational counsellors and

placement officers, whose efforts can combine to assure the maximum use of the remaining skills of the disabled.

When talking to the Toilet Goods Manufacturers Association, in Montreal, on the theme of "converting liabilities into assets," Mr. Campbell drew a parallel between sound business practices and the correct attitude towards the disabled. He pointed out that with proper medical treatment, vocational training and sound placement, the disabled can be fitted into the modern industrial setting and can give performance that may equal, or even exceed, that of the able-bodied. In this process the co-operation of industry is essential and employers, recognizing the ability of these people, can bring profit to their own organizations and dividends of happiness to those that they employ.

Mr. Campbell was introduced to the gathering by George G. Blackburn, Director of the Information Branch, Department of Labour. Following Mr. Campbell's address, the Department's film "Everybody's Handicapped" was shown.

## Hospital Construction Costs Reduced by New Design

In building its new 250-bed General Hospital, it is possible that Niagara Falls, Ont., has suggested a means of lessening the steadily mounting costs of hospitalization.

Of new design, the hospital consists of a three-storey central building and less costly single-storey wings. The thinking behind this type of construction is that the great efficiency of the multi-storey conventional hospital building is not needed for the majority of patients, who when the critical stage of their illness is over can be treated in a less costly convalescent wing. This concept, it is expected, will result in a saving of approximately \$3,000 per bed in over-all construction cost.

In addition, the transferral to the more optimistic atmosphere of the convalescent wing may result in a reduction of the length of hospital stay and the consequent further lessening of costs.

## How Rehabilitation Pays

Over the past year and a half, most of the provinces of Canada have embarked on programs to rehabilitate the disabled. With federal assistance, some of those who made an early start in this program have reached a stage where disabled persons are emerging from medical treatment, or vocational training, to be placed in suitable occupations.

It will be some time before detailed statistics regarding all who have so far benefited will be available. However, the first 330 cases reported tell a significant tale. These 330 people had 140 dependants and had cost their communities in maintenance approximately \$165,000 annually. With the completion of rehabilitation, the group in its first year of employment will earn approximately \$560,000.



## 50 Years Ago This Month

Union organization active in 1905 but for 103 locals established 101 were dissolved. Net increase in union locals in period 1903-05 was 267. Printers win 8-hour day in Quebec City, Brantford and Calgary

There was a great deal of activity in union organization during 1905, the number of local unions formed reaching 103; but this gain was almost balanced by the 101 unions dissolved.

There had been much better showings in 1903 and 1904. The figures for 1903 were 275 formed and 54 dissolved, and for 1904, 148 formed and 104 dissolved. The net gain in numbers for the three years was thus: 221 in 1903, 44 in 1904, and two in 1905, a total increase of 267 locals in the three-year period.

These figures are given in a review of labour organization in Canada during 1905 contained in the *LABOUR GAZETTE* for February 1906.

During 1905 the building industry came first in number of unions formed, with 22 new locals, but the printing industry had a larger net gain, with 12 new locals formed and only two lost, compared with 13 lost in the former industry. In general transport, 18 locals were formed, but there was a net loss of 32 owing chiefly to the dissolving of a large number in the railway industry, 34 of which were amongst the maintenance of way employees.

By provinces, in Quebec the net gain in the number of unions was 51 in 1903 and 23 in 1904, while gains and losses were exactly balanced in 1905. In Ontario the net gain in 1903 was 97 but in 1904 there was a net loss of three, and in 1905 a net loss of 17. Nova Scotia had the next largest net increase for the three-year period, with 37.

The union with the largest net gain in number of locals in 1905 was the International Typographical Union, with eight new locals formed and one dissolved. The United Brotherhood of Carpenters gained seven locals and lost two, while the Brotherhood of Maintenance of Way Employees gained five locals and lost 34.

Typographical unions at a number of points during the last quarter of 1905 presented requests to their employers for the adoption of an 8-hour day, in accordance with the resolution passed by the International Typographical Union in June 1905 that the shorter day should come into general effect on January 1, 1906. Up to

December 31, the 8-hour day had been granted to a number of employees at Quebec, Brantford and Calgary. At the first two places the reduction was from nine hours and at Calgary from 8½ hours.

Of 140 changes in wages or hours reported to the Department during 1905, 114 were increases in wages only, four were increases in wages combined with reduction in hours, 14 were decreases in hours only, four were decreases in wages, and the remainder were increases in hours with a corresponding increase in wages.

The most important of the changes in wages and hours during the year was a general increase in farm wages in Ontario and the Prairie Provinces, due to a shortage of farm labour. Western harvesters and hired men got 25 cents a day more.

During January investigations into the operations of illegal trade combines, which had been going on during the three previous months, continued. Fines totalling more than \$10,000 were imposed on a number of master plumbers in Toronto who had been charged with conspiracy.

In connection with a contract for plumbing in the Toronto city hall, certain plumbers were charged with a conspiracy to defraud the city of \$10,000.

But owing to the destruction or mutilation of the records of the two plumbing firms chiefly concerned, which had been ordered to be seized, the case was adjourned until February 1 to allow the re-examination of an important witness.

Immigration through ocean ports during the last half of 1905 amounted to 35,257 persons, compared with 37,111 in the corresponding period of 1904, a decrease of 1,854. Arrivals from the United States, however, amounted to 1,000 more than in the same period in the previous year.

During 1905 there was an increase of 8,132 in the number of homestead entries over those of 1904, the figures being 34,645 and 26,513 for the respective years.

Among the nationalities of homesteaders reported in December, Americans came first with 649, Canadians from Ontario second with 405, English third with 270, while Austro-Hungarians came fourth, numbering 208.

# International Labour Organization

## New Committee on Forced Labour

Three-man committee to investigate use and extent of forced labour in world named by ILO Director-General; to hold first meeting next month

David A. Morse, Director-General of the International Labour Organization, announced last month the setting up of an "independent *ad hoc* committee on forced labour" to investigate the use and extent of forced labour throughout the world.

Paul Ruegger, of Switzerland, former President of the International Red Cross Committee, will head the investigation, assisted by Cesar Charlone, former Minister for Foreign Affairs of Uruguay, and T. P. B. Goonetilleke, former District Judge of Ceylon.

The committee, the setting up of which was authorized by the ILO Government Body last June, will hold its first session in Geneva from March 12 to 17.

The task of the committee is to analyse complaints received by the ILO about the existence of forced labour anywhere in the world and to pass on its findings to Director-General Morse. Mr. Morse will, in turn, transmit them to the Governing Body and communicate them to government, worker and employer delegates attending the 1956 and 1957 sessions of the International Labour Conference.

The committee will examine material received by the ILO, whether direct or through the United Nations, since June 1953, when the joint UN-ILO *Ad Hoc* Committee on Forced Labour headed by Sir Ramaswami Mudaliar of India completed its findings. The term of this committee ended automatically with the publication of its report. This report said forced labour did exist in some parts of the world.

Forced labour is one of the items before the general conference of the ILO this June. Delegates from the ILO's 71 member countries attending the session will discuss the desirability of adopting an international instrument to outlaw forced labour.

The discussion will be a preliminary one, a final decision on the instrument being left to the 1957 session, in keeping with the ILO's double discussion procedure.

This year's session will have before it the texts of replies received by the ILO to a questionnaire on forced labour circulated by it to all member governments.

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## ILO Reports Progress in Inquiry into Employers', Workers' Freedom

Twenty-eight member nations of the International Labour Organization have replied so far to an ILO questionnaire on the extent to which employers' and workers' organizations in their territory are free from government domination and control. Eleven other countries have promised to reply shortly.

The questionnaire was sent out by a special three-man Committee set up by David A. Morse, Director-General of the ILO, following a decision by the ILO's Governing Body early last year.

The Committee, presided over by Sir Arnold McNair, former President of the International Court of Justice, met late last year to examine replies to its questionnaires and check the progress made by its secretariat in the preparation of monographs on each country. These monographs, relating to each of the ILO's 70 member countries,

describe: (a) the existing condition of employers' and workers' organization, and (b) those portions of each country's law and practice which seemed relevant for the Committee's purposes.

It is the intention of the Committee that each monograph shall be seen by the government concerned before the document is put into final form. Most of the monographs already have been sent to governments.

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### CORRECTION

In the report of the Fifth Session of the ILO Textiles Committee (L.G., Dec. 1955, p. 1376), George Shaw was listed as an employer delegate. At the last moment Mr. Shaw was unable to attend the meeting and was replaced by Fred Hutchings, Director of Industrial Relations, Dominion Woollens and Worsteds, Limited.



## U.N. Committee to Discuss Discrimination in Employment

The United Nations Subcommission on the Prevention of Discrimination and the Protection of Minorities last month decided "to give priority to the consideration of the subject of discrimination in employment and occupation" at its next session, in 1957.

The International Labour Organization was to have presented to this year's session a report of its study of discrimination in employment, a task entrusted

to it by the Subcommission two years ago. An ILO representative reported that the report would not be ready until May.

While it expressed "concern" over the delay in the presentation of the ILO report, the Subcommission "noted with satisfaction" the ILO's decision to place the question of discrimination in employment on the agenda for the 40th session of the International Labour Conference in 1957 (L.G., Jan., p. 72).

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### Jordan Becomes 71st Member of ILO

The Hashemite Kingdom of Jordan has joined the International Labour Organization, David A. Morse, ILO Director-General, announced last month.

The admission of Jordan brings ILO membership to 71 countries.

No special vote was required for the admission of Jordan, one of the 16 countries admitted recently to the United Nations. Under the ILO Constitution, any member country of the UN can become a member of the ILO by accepting the provisions of the ILO Constitution.

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### ILO PUBLICATIONS

Since its inception in 1919, one of the important functions of the International Labour Office, which is the Secretariat of the International Labour Organization, has been research and investigation into various phases of labour and social problems, both nationally and internationally. As a result, over the years the Office has published a considerable literature, made up of special studies and reports, and reports on numerous international meetings on labour matters. Additions are made continually to the already substantial list of these publications, in order to make available internationally current information in this ever-changing field.

Comprised in this literature are several periodical publications, among which are the following:—

*International Labour Review* (Monthly): carries special articles on economic, labour and social topics, and international statistical information.

*Industry and Labour* (issued twice monthly): covers the activities of the ILO, and current events in the field of industrial relations, employment, migration, conditions of work, and social security.

*Legislative Series* (issued about every two months): gives reprints and translations of labour and social laws in various countries.

*Year Book of Labour Statistics* (published annually): reproduces statistics on employment, hours of work, wages, prices, migration, and so forth, drawn from a wide range of countries.

*Occupational Safety and Health* (published quarterly): deals with problems of industrial accident prevention and the health factor in employment conditions.

Enquiries on publications of the International Labour Office, or requests for the ILO Catalogue, may be addressed to: V. C. Phelan, Director, Canada Branch, ILO, 95 Rideau Street, Ottawa 4, Ont.

Publications of the ILO are invariably produced in both French and English versions.

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The appointment of Ernest Bell, veteran British trade unionist, as Chief of the ILO Workers' Relations Service was announced last month. Mr. Bell was with the Trades Union Congress for 25 years, for 15 years as head of the TUC International Service.



Labour and management concerned with the activities of the City of London, Ont., shops and outside services agree that labour-management committees are an excellent medium for establishing and maintaining a co-operative relationship between employers and employees.

Emphasizing this are the many improvements that have resulted, through their combined efforts, for management, labour and the citizens of London.

The feelings of those connected with the labour-management committee have been expressed by E. T. Skelton, the city engineer, and a member of the committee since it was organized:—

"To sum up my feeling toward the labour-management committee, I will say this: 'I was put on the committee when I was deputy engineer. Now that I have been promoted to city engineer, with greater demands on my time, it would be logical for me to pass the duties of committee work on to my deputy. However, I enjoy these meetings so much, and feel that there is so much to be done through them, that I intend to remain on the committee myself'."

Speaking for labour, Herbert Worton, President of Local 107, Civic Employees National Union of Public Employees, said:—

"The gains and accomplishments made since the inception of the labour-management committee three years ago are too numerous to mention here, but, speaking for the members of Local 107, I can say that results and satisfaction derived from the meetings of the committee have been most appreciated.

"The relationship that these meetings has brought forth between management and labour has been most cordial, and the atmosphere at these meetings is filled with good fellowship and the free expression of opinion by all hands.

"Labour as a whole, and particularly the members of the committee, feel proud of their accomplishments as a result of measures adopted through the meetings, and their reports to the members of Local 107 are received with enthusiasm. The

members have at many times expressed their appreciation of the value of such get-togethers to management and labour.

"The interest of labour and management in the meetings is shown by the fact that since the committee's inception attendance at meetings has been 100 per cent, except in cases of extreme emergency, and at election time labour offices on the committee are contested to the fullest extent possible."

### LMPC Helps Improve Morale

The following statements made by members of the labour-management committee operating in the Dominion Wheel and Foundries Division of Canada Iron Foundries, Limited, Toronto, give some indication of the work done by labour-management committees in helping to improve morale and promote improved methods of operation.

"Our employees are a motivated group since the establishment of the labour-management committee. I have never found such co-operative people as we have here. When we have problems to solve, we ask the production personnel to help us, and in nearly every case they have assisted us to come up with an answer quickly," said Edward P. Grass, Works Manager.

"Matt" Smith, Chairman of the shop union in the foundry, finds that "the committee has gone a long way towards making working conditions much improved, more systematic, and therefore, more productive..."

Roy Menzies, a member of the committee and a coremaker in the foundry, finds that there has been definite improvement in the plant since the committee began operations, along with "a more personal touch existing between personnel, and certainly greatly improved labour-management relations.

"There is more room for a lot of improvements around the shop, but we are working on them and will achieve them in due course," concluded Mr. Menzies.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued 11 certificates designating bargaining agents, rejected two applications for certification, and ordered one representation vote. During the month, the Board received three applications for certification.

### Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of TV studio watchmen employed by the Canadian Broadcasting Corporation at Montreal, Que. (L.G., Dec. 1955, p. 1384).

2. United Brotherhood of Carpenters and Joiners of America, Local 1325, on behalf of carpenters and carpenter foremen employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Dec. 1955, p. 1384).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of ticket office employees of the Canadian Pacific Railway Company, employed at Vancouver in its British Columbia Coast Steamship Service (L.G., Jan., p. 76).

4. Brotherhood of Railroad Signalmen of America, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Seven Islands, Que., employed in its Communications and Signals Department (L.G., Jan., p. 76).

5. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed by the Holden Sand and Gravel Company, Toronto, aboard the SS *Niagara* (L.G., Jan., p. 76).

6. International Union of Operating Engineers, Local 115, Vancouver, B.C., and International Union of Operating Engineers, Local 955, Edmonton, Alta., joint applicants, on behalf of a unit of equipment operators, mechanics, and oilers employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Jan., p. 76).

7. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, on behalf of a unit of painters employed by Northern Construction and J. W. Stewart

Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Jan., p. 76).

8. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by the Quebec and Ontario Transportation Co. Limited, Montreal, Que. (L.G., Jan., p. 76).

9. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by the Mohawk Navigation Co. Limited, Montreal, Que. (L.G., Jan., p. 76).

10. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers, below the rank of chief engineer, employed aboard vessels operated by Sincennes-McNaughton Lines Limited, Montreal, Que. (L.G., Jan., p. 76).

11. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 and Local 740A of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of cookhouse employees employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (L.G., Jan., p. 76).

### Applications for Certification Rejected

1. International Union of Operating Engineers, Local 796, applicant, and Toronto Terminals Railway Company, Toronto, respondent. The application was rejected because the proposed bargaining unit was not considered by the Board to be appropriate for collective bargaining in view of collective bargaining practice on the railways (L.G., Jan., p. 76).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

2. Canadian National Railway Hotel Employees' Local Union No. 93, of the Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and the Macdonald Hotel, Edmonton, Alta., respondent. The application was rejected because the proposed unit was not considered by the Board to be appropriate for collective bargaining as confined to the employees affected (L.G., Jan., p. 76).

### Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, and *Radio Saint Boniface Limitée* (CKSB), St. Boniface, Man., respondent (L.G., Jan., p. 76) (Returning Officer: J. S. Gunn).

### Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, on behalf of a unit of clerical employees employed in Canada by the Railway Express Agency, Inc., New York, N.Y. (Investigating Officer: Remi Duquette).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, on behalf of a unit of traffic and maintenance employees employed by the Canadian Transit Company, Windsor, in the operation of a toll bridge between Windsor, Ont., and Detroit, Mich. (Investigating Officer: F. J. Ainsborough).

3. Sheet Metal Workers' International Association, Local No. 271, on behalf of a unit of sheet metal workers employed by Northern Construction Company and J. W. Stewart Limited on Project No. 572 in the Yukon Territory and Northwest Territories (Investigating Officer: D. S. Tysoe).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During December, the Minister appointed conciliation officers to deal with the following disputes:—

1. Atlantic Broadcasters Ltd. (Radio Station CJFX), Antigonish, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

2. *La Tribune Ltée* (Radio Station CHLT), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier).

3. Sherbrooke Telegram Printing and Publishing Company (Radio Station CKTS), Sherbrooke, Que., and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier).

4. Dominion Coal Company; A. T. O'Leary & Co. Ltd.; S. Cunard & Co. Ltd.; and R. E. Archibald Co. Ltd., all of Halifax, N.S., and Local 1546, International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

## Conciliation Boards Appointed

1. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; and Algoma Central and Hudson Bay Railway (non-operating employees) and Joint Negotiat-

ing Committee representing a number of international and national railway labour organizations. This dispute was referred directly to a Conciliation Board.

2. The Nova Scotian Hotel, Halifax, N.S. (Canadian National Hotels Limited), and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (L.G., Jan., p. 77).

## Conciliation Board Reports Received

1. Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont., and National Association of Broadcast Employees and Technicians (L.G., July 1955, p. 824). The text of the report is reproduced below.

2. St. Charles Transportation Company Limited, Que., and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1955, p. 1385). The text of the report is reproduced below.

3. Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Dec. 1955, p. 1385). The text of the report is reproduced below.

## Settlement Following Strike Action

1. Canadian Pacific Railway Company (SS *Princess Helene*) and Seafarers' International Union of North America, Canadian District (L.G., Dec. 1955, p. 1385).

## Report of Board in Dispute between

**Kawartha Broadcasting Company Limited (Radio Station CHEX)  
and  
National Association of Broadcast Employees and Technicians**

The Board of Conciliation, Eric G. Taylor, Esq., Chairman, J. Kenneth Sims, Esq., QC, nominee of the employer, and Miller Stewart, Esq., nominee of the union, sat for the hearing of this matter in Toronto, Ont. on the 8th day of July 1955.

There appeared for the employer, Mr. T. J. Carley, QC, counsel, Mr. Jack Weatherwax, Radio Manager, and Mr. F. R. Lawrie, Station Manager.

There appeared for the Bargaining Agent, Mr. E. B. Jolliffe, QC, counsel, Mr. T. J.

O'Sullivan, Regional Director, Mr. M. Thomas, Chairman local bargaining committee, and Mr. J. Reid, member local bargaining committee.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st October, 1953, which was expressed to continue in effect for one year from that date. The agreement dated 1st October 1953, was made between the Brookland Company Limited, operating Radio Station

CHEX, and the bargaining agent involved in this dispute. Two months later, on 1st December 1953, Radio Station CHEX and its assets were transferred to a new company known as The Kawartha Broadcasting Company Limited, which has since that date owned and operated Radio Station CHEX. Throughout the term of the Collective Agreement dated 1st October 1953, the Kawartha Broadcasting Company Limited observed the terms and conditions of the collective agreement made between its predecessor and the bargaining agent.

Pursuant to notice from the union of its desire to amend the collective agreement, the employer raised the objection that the bargaining agent was not certified as the bargaining agent for any of its employees but, notwithstanding, agreed to bargain with the union without prejudice to its rights. Conciliation services were sought and granted and, finally, the present Board of Conciliation was established to deal with the matter. At the outset of the proceedings the employer lodged a preliminary objection that the union was not the lawfully certified bargaining agent for any group of its employees but indicated that without prejudice to its rights it was prepared to contemplate the execution of a collective agreement with the bargaining agent if an agreement satisfactory to the employer could be negotiated.

The matters in issue referred to the Board were as follows:—

1. Wages.
2. Vacations and holidays.
3. Grievance procedure.
4. Duties of announcers.
5. Hours of work.
6. Union security.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them, respectively, in an endeavour to effect a settlement of the dispute, but without avail. With the consent of the parties at the close of the hearing which took place on 8th July 1955, the Board arranged to withhold the issuance of its report for at least a fortnight in order that the parties might resume direct negotiations if they so desired. It was also understood the Board would be informed if the parties reached agreement by direct negotiation. Despite the long delay which has ensued, neither of the parties has communicated with the Board to this date.

The former collective agreement was expressed to run for one year from 1st October 1953. A year has elapsed since the expiry of the term of the agreement.

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the National Association of Broadcast Employees and Technicians and the Kawartha Broadcasting Company Limited (Radio Station CHEX), Peterborough, Ont.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. K. Sims, Kitchener, and Miller Stewart, Sturgeon Point, Ont., nominees of the company and union respectively.

The text of the report is reproduced here.

This Board of Conciliation is not competent to deal with the question raised by the employer concerning the status of the bargaining agent in respect of the employees of the employer. The absence of any communication whatsoever must be regarded as lack of interest in the proceedings of 8th July 1954, and, in any event, it is doubtful whether recommendations from this Board concerning the specific matters in issue would have the effect, of bringing about a settlement of the dispute at this late date. Accordingly, the Board refrains from setting forth herein the submissions made by the parties and arguments advanced and confines itself to the simple recommendation that the parties resume direct negotiations in good faith forthwith.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,  
Chairman.

Dated at Toronto, Ontario, this 8th day of October, 1955.

Re-dated December 2, 1955.

#### Union Nominee's Report

Inasmuch as I have not yet received the report of the Chairman of this board (prepared on October 12, 1955), from the nominee of the Company, I feel compelled to make the following recommendations on the matters in dispute without further delay, although without an opportunity to study the report.

I recommend that the parties enter into a contract for the period from October 1, 1955, until September 30, 1956; the existing contract to be amended as follows:—

#### Wages

Effective from October 1, 1955, that all wages be increased by 10 per cent.

That on December 15, 1955, every employee of record on October 1, 1955, be paid settlement pay equal to 5 per cent of any monthly pay received or due to him or her during the period from October 1,



1954, until October 1, 1955, plus retro-activity of 10 per cent on any monthly pay received or due to him or her from October 1, 1955, until the new contract is signed.

#### *Union Security*

The Company agrees to deduct from the first pay cheque of each month an amount equal to one month's union dues (1.33 per cent of gross monthly earnings) of each employee signing authorization for such procedure during the life of the contract. When signed, such authorization is to be revocable only during the period between September 15 and September 30, 1956. The Company further agrees to write a letter to the employees, asserting that the Company has a completely open mind with respect to union membership and/or dues check-off authorization.

#### *Vacations and Holidays*

That eight (8) paid statutory holidays be provided for each employee, except that announcers and operators be given one extra week holiday in lieu of pay for five named holidays; the other three statutory

holidays for announcers and operators will be compensated by an extra day's holiday for each, or the employee will be provided with an extra day off within two weeks of date of each holiday.

#### *Duties*

The clause regarding duties of announcers be amended to delete "copywriting" and "writes commercial copy" from the list of duties, and insert in their place the clause "may be required to write commercial copy for programs on which he is a featured personality, other than participating programs".

#### *Transportation*

The Company agrees to provide suitable transportation to and from the most convenient city bus stop for any employee without a car, if, as and when he has to report for duty before 8:00 a.m., or when he is relieved from duty after 8:00 p.m., and in inclement weather.

Respectfully submitted.

(Sgd.) MILLER STEWART,  
Member.

## Report of Board in Dispute between

**St. Charles Transportation Company Limited, Quebec  
and  
Seafarers' International Union of North America,  
Canadian District**

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the St. Charles Transportation Company Limited, Quebec, and the Seafarers' International Union of North America, Canadian District.

The Board was under the Chairmanship of His Honour Judge Achille Pettigrew, Quebec, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron, QC, and Louis Laberge, both of Montreal, nominees of the company and union respectively.

The text of the report is reproduced below.

Caron, Advocate, representing the Company, and William Maxwell Ford, Advocate, representing the Union. After the first sitting, Mr. Ford was replaced by Louis Laberge, business agent of the International Association of Machinists (AFL), as representative of the Union.

The Board heard the parties at Montreal on November 3 last and in Quebec City on November 22. After deliberation meetings in Montreal on November 28 the Board was unanimously of opinion that in view of the fact that the navigation season has ended and that the dispute concerns an agreement covering only a period ending December 31, a further determined attempt should be made to conciliate the differences between the parties and to bring about an agreement if at all possible.

Accordingly, on November 30 the Board again met with representatives of both parties in Montreal to endeavour to bring about a settlement of the dispute. Unfortunately, a lengthy meeting produced no

The Board of Conciliation and Investigation established to deal with the above dispute submits its report and recommendations.

This Board originally was composed of Achille Pettigrew, Judge of the Court of the Sessions of the Peace for the Province of Quebec. as Chairman, Raymond

agreement. The Board then met in the afternoon of November 30 and on December 14 to deliberate and settle these recommendations as below set forth.

## I

Before referring to the matters in dispute the following general observations are made:—

1. The dispute involves the terms of the first collective agreement negotiated between the parties, the Union having been certified on June 23, 1955.

2. The employees involved being approximately 65 in number are the crew members or non-licensed personnel of five vessels, formerly wartime LST's converted to wood carriers for the purpose of transporting pulp wood, chiefly from the Company's timber limits near Forestville on the St. Lawrence River a distance of 155 miles to the Company's mill at Quebec City.

### *Union Demands*

The Union demanded that the Company enter into an agreement drawn up upon the basis of the current Canada Steamship Lines Limited agreement, a copy of which was attached to the Union's submission. The changes demanded from the standard Lakers' agreement may be summarized as follows:—

Clause 10 respecting off days and holidays with pay:

Twenty-one days basic pay in lieu of holidays at the end of the season for employees who have served continuously throughout the season with proportionate vacation pay for those with shorter periods of service.

Clause 13—Holidays:

The recognition of 10 paid holidays instead of 8.

Clause 17—Coffee time and lunches:

Fifteen minutes' time off for coffee on each watch instead of time off for coffee during the night.

Clause 19—Room and Meal Allowance:

An allowance of \$1 per meal and \$5 for room per night instead of the current \$0.75 and \$3, where the Company does not provide room and board.

Clause 23—Tank Cleaning:

Double time for cleaning tanks or tank tops.

Clauses 24 and 26—Wages and Hours of Work:

The major part of the Union's argument was a demand that wages be paid on an

hourly basis instead of on a monthly basis. The wage demands were the following:—

	Per Hour
Chief Cook .....	\$2.65
Second Cook .....	2.20
Porter .....	2.07
Boatswain .....	2.85
Wheelsman .....	2.37
Watchman .....	3.16
Deckhand .....	2.05
Oiler .....	2.68
Fireman .....	2.36

Clause 27—Overtime:

Double the basic hourly rate for all overtime work.

Clause 30—Longshore Work by the Crew:

Double the basic hourly rate in addition to the regular rate for all longshore work performed by the crew.

Clause 32—Transportation:

On laying up of a vessel at the close of its navigation season, the Company to furnish every employee with transportation to his home or for a distance of 500 miles, whichever shall be the lesser.

Clause 35—Welfare Plan:

The Company to contribute 20 cents per day per man to the Union's welfare plan commencing with the effective date of the agreement.

Clause 36—Duration:

An agreement effective until December 31, 1955, but retroactive to April 1, 1955.

### *Company's Position*

The Company generally agreed to accept the Canada Steamship Lines Limited agreement as the basis for negotiation. The Company however refuses to accept certain clauses which it considers inapplicable and strongly objected to the union security and hiring hall clause, both on the grounds that the hiring hall is contrary to the Canada Shipping Act and for the reason that union security provisions as stringent as those demanded by the union should not be granted in a first agreement nor until the parties had lived together for some time. The Company also strongly objected to agreeing to pay its employees on an hourly basis. It was argued before the Board that such a provision is not only completely at variance with the existing custom but that it is on its face contrary to the Canada Shipping Act and the standard form of agreement with the crew required thereunder. The Company also objected on legal grounds to the recommendation of an agreement retroactive to any period prior to the certification of the union, namely June 23, 1955.



## II

### *Recommendations*

The Board finds as follows, the Union Representative dissenting on all points except those where the Board is stated to be unanimous:—

#### *Wages*

The Board is of opinion (Mr. Laberge dissenting) that the demand for payment of wages of the unlicensed personnel on the Company's ships on an hourly basis should be refused. The only precedent proved by the Union is the case of a Montreal excursion vessel operated by Lakeshore Lines Limited to tour Montreal harbour and vicinity, the crew of which vessel does not live on the ship but at home like other shore workers. Furthermore, the provisions of the Canada Shipping Act, R.S.C. 1952, chapter 29, sections 168, 170 and 173, and of the agreement with the crew required by the said Act, raise considerable doubt as to the legality of an hourly-rated contract. New collective agreements were negotiated by the Union last summer with several shipping companies and it is noted that the increase in wages agreed upon is in all cases expressed in terms of monthly rates.

As to the rate of wages, it was alleged by the Company and admitted by L. J. McLaughlin (who presented the Union's case) at the hearing on November 3 in answer to a question from a member of the Board, that he had offered the Company the Canada Steamship Lines Limited agreement in effect during the 1955 season. At the meeting held on November 30 Mr. McLaughlin again agreed that he would accept this agreement, but with the proviso that it be retroactive to September 1953.

Quite apart from these admissions by the union representative, the Board can see no justification for recommending a wage rate higher than that paid during this past season by the large operators of public carrier vessels on the lower lakes, particularly as such rates in themselves (with one exception) are considerably higher than those actually paid by the Company and which its employees individually agreed to accept. On the other hand, the Company stated that it intended paying an increase of 5 per cent to its employees prior to the certification of the Union (page 17 of brief) and admitted at the hearings that it had been prepared to accept the rates paid on the lower lakes ships retroactive to April 1 last, or the opening of the navigation season if the union had been willing to drop its demand for payment of wages on an hourly basis.

At the hearing the Company contended that this Board could not legally recommend a wage increase retroactive to any date prior to June 23, 1955, the date of certification of the Union. The Board agrees that retroactivity of wage recommendations to a date earlier than certification is unusual. The company representative on the Board goes farther and believes that any retroactivity is unusual in a first contract and that retroactivity in such cases should not go beyond the date of appointment of the Chairman of the Board. However, the Board is unanimously of opinion that in the particular circumstances of this case, it would be unjust to the Company's unlicensed personnel if they were denied the benefit of the wage increase which they admittedly would have received if the Union had not been certified as their bargaining agent or had not persisted in its demands for hourly rates. Accordingly the majority of the Board recommends that the wages of the unlicensed personnel be increased to the rates shown in the left-hand column below, the union representative recommending that the rates be increased to those shown in the right hand column, such rates in both cases to be retroactive to commencement of 1955 navigation, namely:—

	Majority per month	Minority per hour
Boatswain .....	\$245.00	\$1.85
Wheelsman .....	230.00	1.75
Deckhand .....	190.00	1.55
Oiler .....	230.00	1.75
Chief Cook .....	270.00	1.85
Second Cook .....	200.00	1.70
Mess Boy .....	190.00	1.50

The union representative further recommends that if the categories of watchman and fireman should be established then the Company should agree to discuss the matter with the Union in order to agree upon the respective rates to be payable for these occupations.

#### *Work Week*

Both parties having agreed to the 40-hour work week which is presently in effect on the lower lakes ships, the Board recommends the incorporation in the collective agreement of a clause similar to article 26 of the Canada Steamship Lines Limited agreement with appropriate deletions of the inapplicable paragraphs and deletion of subparagraph (e) relating to division among the crew of the wages of an absent member, the union representative however dissenting as to the elimination of said subparagraph (e). Overtime rates should be paid for all

hours in excess of 40 hours per week at the rate paid under the standard agreement as stated in article 27 thereof, the words "Fireman" and "Watchman" to be deleted from sub-paragraph (a).

#### *Certain Working Conditions*

Both the numbers and the headings of the articles or clauses referred to below are as they appear in the Canada Steamship Lines agreement above referred to.

3. *Maintenance of Membership*—It is noted that although this article is headed as above stated, it actually goes farther than maintenance of membership and provides in effect for a union shop after thirty days.

A majority of the Board recommends a maintenance of membership clause for the duration of the agreement. The company representative dissents for the reasons, first, that any union security provision should not be recommended in a first agreement but should be earned by the Union over a period of time both as regards the employees affected thereby and by the Company, and secondly, that any form of union security which involves compulsion upon the employee or restriction of his rights as a citizen, whether economic or social, should not be imposed upon him by a union and/or by his employer until the law so determines—which law if and when enacted, it is hoped, will incorporate the necessary safeguards.

4. *Employment*—This article in part seems to contradict article 3 but in any case extends the effect of the union shop by requiring all unlicensed personnel to "be hired either through the office of the Union or through the Seamen's Section of the National Employment Service." Sub-paragraph (c), although not entirely unambiguous, apparently permits the Company only three hours before sailing time to engage personnel where the Union fails to fill its requirements.

The Company has strongly objected to this stipulation both on practical and legal grounds. The practical difficulties are readily seen. If the Union in good faith is unable to fill the Company's requirements, the Company presumably would have even greater difficulty in doing so within three hours before sailing time and could suffer considerable loss if the ship were delayed. It is also conceivable that the Union could use the provisions of this article indirectly to violate the provisions of the anti-strike clause, article 33.

The requirement that unlicensed personnel be hired through the office of the Union appears directly to contravene

article 157 of the Canada Shipping Act, which article reads as follows:

157. (1) No person shall engage or supply, or employ any other person to engage or supply, any seaman or apprentice to be entered on board any ship in Canada unless the person first mentioned is a shipping master or the deputy of a shipping master, or is the owner, master or mate of such ship, or is *bona fide* the servant and in the constant employment of such owner.

(2) No person shall receive, or accept to be entered, on board any ship, or permit to remain on board such ship, any seaman or apprentice who, to the knowledge of such person, has been engaged or supplied in contravention of subsection (1) for such ship or has been engaged or supplied for any other ship.

(3) Any owner, part owner, master, person in charge of any ship, ship's husband, consignee or other person who acts in contravention of this section is, for each seaman or apprentice in respect of whom an offence is committed, and notwithstanding that several seamen or apprentices are included in the same contract, or are received or permitted to remain on board any ship at the same time, liable to a fine not exceeding forty dollars.

At the hearing the union representative pointed out that the proposed article 4 providing for the union hiring hall has been accepted in many of its agreements including that of Canada Steamship Lines Limited. However, it was not proved that the legality of the union hiring hall provision has ever been challenged before the courts or considered by the courts and the majority of this Board cannot reconcile it with the clear provisions of the Act. Accordingly a majority of the Board, the union representative dissenting, upholds the Company's position and recommends that article 4 be omitted from the proposed agreement with the exception of sub-paragraph (b) thereof, reading as follows:

The Union agrees that the master or Chief Engineer of a vessel has the exclusive right to direct the crew and to hire, promote, demote, transfer, lay off, suspend or discharge employees, provided said officers act within the terms of this agreement.

The union representative on the Board recommends that article 4 be incorporated in the collective agreement as written in the said Canada Steamship Lines Limited agreement.

8. *Union Officers Boarding Vessel*—The Company objected to sub-paragraph (c) of this article inasmuch as its employees are paid by cheque deposited in the seamen's bank accounts in the local branch of the Royal Bank of Canada. It is unanimously recommended that sub-paragraphs (a) and (b) of article 8 be incorporated in the



proposed agreement but that sub-paragraph (c) be omitted as being inapplicable, the union representative dissenting as to (c).

\* \* \*

A majority of the Board, the union representative dissenting, recommends that the following clauses be accepted by both parties in the form in which they appear in the said Canada Steamship Lines Limited agreement. The union representative recommends that the said clauses be amended to conform with the union demands as summarized above.

10. Off Days and Holidays with Pay.
13. Holidays.
17. Coffee time and Lunches.
19. Room and Meal Allowance.

\* \* \*

23. *Tank Cleaning*—A majority of the Board is of opinion that this clause should be omitted as being inapplicable, the proof being that no tank cleaning is done by the Company during the navigation season. The union representative would include the clause.

30. *Longshore Work by the Crew*—The majority of the Board is of opinion that this clause should be omitted as being inapplicable, no longshore work being done by the crew. The union representative would include the clause.

32. *Transportation*—A majority of the Board is of opinion that this clause should be omitted as the subject matter in part is covered by article 20 of the proposed agreement, as the proof is that most of the Company's employees live in the Quebec area and, in any case as the requirement to pay up to 500 miles transportation cost seems to be unreasonable and unjustified

for a Company whose ships operate almost entirely between Quebec and the town of Forestville down the St. Lawrence River. The union representative recommends that the union demand be granted.

34. *Interruption of Work*—A majority of the Board, the union representative dissenting, recommends that the words "that will interfere or hinder the effective carrying out of this agreement and the principles contained herein," be omitted from this paragraph so that the paragraph now reads as follows:

There shall be no discrimination, interference, restraint or coercion by the Company against any employee because of membership in the Union. The Union agrees not to intimidate or coerce or threaten employees in any manner and will assist and co-operate with the Masters, Chief Engineers and Executives of the Company in maintaining discipline aboard ship.

35. *Welfare Plan*—The Board is unanimously of the opinion that the wording recommended by the Union be accepted, namely the following:

The established Canadian Lake Carriers and Seafarers Plan is agreed to. The Company agrees to contribute twenty cents (\$0.20) per day per man, payments to commence as per the effective starting date of this agreement.

\* \* \*

The whole respectfully submitted and dated at Montreal this fourteenth day of December 1955.

(Sgd.) ACHILLE PETTIGREW,  
Chairman.

(Sgd.) RAYMOND CARON,  
Member.

(Sgd.) LOUIS LABERGE,  
Member.

## Report of Board in Dispute between

Canadian Pacific Transport Company, Limited (Canadian Pacific Railway Company), Winnipeg  
and  
Canadian Brotherhood of Railway Employees and Other Transport Workers

Your Conciliation Board consisting of T. W. Laidlaw, QC, Chairman, H. J. Riley, QC, the company nominee, and Thomas McGregor, the employees' nominee, was duly constituted. The union was represented by W. H. Thompson and G. Lanchberry. The company was represented by R. E. Wilkes and A. J. Laurendeau and D. E. Sloan.

This dispute arose out of the failure of the parties to agree upon amendments to be made to the collective agreement dated June 1, 1954.

### *Company Operations*

The company's operations are described in some detail in the company's submission. The Manitoba-Saskatchewan Operation, as

it is called, was acquired through purchase by the Canadian Pacific Transport Company Limited in 1948. The main office is situated in Winnipeg, which is the principal source of traffic. The main line services provided by the Manitoba-Saskatchewan Operation run from Winnipeg through Brandon and Regina to Saskatoon and Swift Current. Shorter or peddle line services run between Swift Current and Eastend, both in Saskatchewan, and between Brandon and Portage la Prairie in Manitoba. The company also has a contract with Canadian Pacific Railway Company for expediting, by highway or rail, less-than-carload freight traffic from Swift Current to Shaunovan and Eastend, Sask. Terminals are maintained at Winnipeg, Brandon, Swift Current and Saskatoon. Maintenance requirements are performed in the company's garage in Winnipeg.

While the total number of employees represented by the union under the current collective agreement necessarily varies with the volume of traffic handled, there were 56 employees in September of 1955. Of these, 6 were over-the-road drivers, 4 line drivers, 39 warehousemen and pick-up men, 1 mechanic, and 6 clerks and stenographers.

On November 18, 1948, the union was certified as bargaining agent for the employees and the first collective agreement resulting from certification became effective on January 1, 1949. The latest agreement became effective June 1, 1954.

Since the first collective agreement became effective, all wage rates paid to employees of the operation have been increased considerably. The average hourly wage rate for warehousemen and pick-up men in January 1949 was 76 cents per hour while at present the basic rate is \$1.04, an increase of 28 cents or 36.8 per cent. The present rate is amplified by safe driving and safe handling bonuses, which are payable to employees who meet prescribed standards. The present agreement includes a cumulative accident-free driving bonus scheme which entitles the driver, with a 12 month "no-accident" record, to be paid an additional 1.4 cents per mile driven. Warehousemen, pick-up men and line drivers also participate in the safe-driving, safe-handling bonus, under which 6 cents per hour is paid to each man in addition to his applicable hourly rate subject to the conditions outlined in Section 2(b) of Article 19.

#### *History of Dispute*

Under date of March 31, 1955, the union served notice on the company of the employees' desire to revise the existing collective agreement. Due notice being

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Transport Company, Limited, Winnipeg (Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The Board was under the Chairmanship of Thomas W. Laidlaw, QC, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members, Harold J. Riley, QC, and Thomas McGregor, both of Winnipeg, nominees of the company and union respectively.

The text of the report is reproduced here.

given, particulars of the employees' requests were conveyed to the company and consisted of:—

- (a) Two extra statutory holidays (Remembrance Day and Boxing Day);
- (b) Three weeks' vacation with pay after 15 years of service;
- (c) Rate of pay for highway (over-the-road) drivers to be increased from 4 cents to 6 cents per mile;
- (d) Guaranteed monthly wage of \$300 for over-the-road drivers;
- (e) Establishment of a rate of \$1.40 per hour for over-the-road drivers for loading and/or unloading freight at and between terminal points;
- (f) An additional 30 cents per hour for peddle line drivers;
- (g) Increases in rates of senior warehousemen and pick-up drivers, garage employees, and office employees, up to a maximum of 36 cents per hour for hourly-rated employees and for office classifications \$25 per month;
- (h) Establishment of a new classification designated "flat car technician" at \$1.50 per hour;
- (i) Uniforms and coveralls to be supplied without cost to employees;
- (j) Various minor changes in rules.

A meeting was held between the parties on June 9, 1955, when the union's requests were discussed. On June 12, the parties met again. The company stated that because of their extreme nature and the fact that present wage rates, fringe benefits and working conditions generally of the company's employees are amongst the best in the local trucking industry, the requests were declined.

The company did indicate its willingness to give consideration to a prompt settlement based on a 3 per cent wage increase. This was not acceptable to the union.



The union asked for conciliation services and J. S. Gunn was appointed by the Minister of Labour.

Several meetings were held by the company's and union's representatives with the conciliation officer, in an attempt to reach an agreement, unfortunately without success. Finally, upon the recommendation of the conciliation officer, this Board was set up by the Minister. On August 16, Mr. Gunn made an interim report containing certain union proposals as a basis for settlement. It provided for a progressive increase of 23 cents per hour for warehousemen in three stages over the life of a 29-month agreement or, as an alternative, a progressive increase of 20 cents in two equal stages over a period of a 24-month agreement. Commensurate increases were to be given to other classifications. These proposals were rejected by the company at a joint meeting on September 7.

Mr. Gunn arranged for the parties to hold a private discussion in an effort to find some common ground on which agreement might be reached. On September 12, Mr. Wilkes and Mr. Thompson reported that in spite of frank discussions, little or no progress had been made towards settlement. Mr. Gunn was called in and met with the parties. His efforts were fruitless. On September 14 it was announced there were 80 per cent of the membership against the acceptance of Mr. Gunn's proposals.

As a compromise, the union proposed a rate of \$1.20 per hour for warehousemen, which amounts to an increase of 16 cents per hour over the warehousemen rate of \$1.04 in the old agreement. The company rejected this proposal. As the latest offer of the union left the parties so far apart and as the ground had been covered again and again, the union requested the appointment of a conciliation board.

Throughout conciliation, the company has refused to go beyond its original offer of a 3 per cent increase, which had been rejected by the union prior to conciliation proceedings. The company, however, was willing to add the 3-cent-per-hour safe-driving bonus to the basic rate for terminal employees. This offer was rejected by the union.

The company has prepared a comparison of wage rates with its principal Winnipeg competitor, the Security Storage Company Limited.

The union does not admit Winnipeg is the only area for comparison purposes and introduced the wage rates paid by Dench of Canada (a Canadian Pacific Transport

affiliate) and Soo Freight Lines, companies which operate in Saskatchewan and Alberta along with other trucking companies operating on the west coast. Both Dench of Canada and Soo Freight Lines pay their warehousemen at a rate of \$1.30 per hour.

The company has consistently refused to consider any adjustment for highway drivers on the grounds that it is already leading the field in the Winnipeg area, taking into account the basic mileage rate of 4 cents per mile, a safe-driving bonus, and the meal allowance of \$5 per day. The company cited the following average monthly highway driver earnings as taken from income tax returns for the year 1954: \$350.01, \$386.95, \$370.31, \$383.43, \$367.19, \$374.94. Five of these drivers were employed for a full 12-month period, the sixth for an 8½-month period.

### *Recommendations*

The Board finds considerable difficulty in formulating the proposal for recommendations of practical value in view of the conditions existing in the industry in Western Canada. It is, however, satisfied that the wage level is low having regard to the general level of wages paid in Winnipeg and Manitoba.

The company's continued existence depends upon its capacity to meet the keen competition which it is experiencing all through the West.

Unfortunately, the members of the Board have been unable to meet on common ground. Mr. Riley, on behalf of the employer, takes the position that the present wage scale should not be disturbed otherwise than to apply the 3-cent increase promised to the union at some earlier stage in the negotiations. Mr. McGregor, the employees' member of the Board, is definite in his stand that the minimum hourly rate should not be less than \$1.25.

The Chairman could not agree with the other Board members and recommends:—

- (a) the basic hourly rates be increased by 3 cents per hour effective as of the 30th day of June 1955; and
- (b) that the parties endeavour to bring about a settlement of the wage issue having regard for

(1) the recommendations of the conciliation officer, Mr. J. S. Gunn, the rates referred to therein, and the wages presently being paid to employees of Security Storage Limited, all of which are set forth in his report.

There were a number of other points referred to the Board for its consideration, none of which, however, need be discussed until the main question of wages can be determined.

Dated the 9th day of December 1955.

All of which is respectfully submitted.

(Sgd.) T. W. LAIDLAW,  
*Chairman.*

(Sgd.) H. J. RILEY,  
*Member.*

### Union Nominee's Report

I regret that I cannot agree with either of my colleagues, in the separate recommendations they are making as a basis for the settlement of this dispute, and submit the following, as my recommendations of what I think would constitute a basis for a fair and just settlement.

#### *Duration of Contract*

I recommend a one-year contract effective as from June 1, 1955, which is the anniversary date of the present contract.

#### *General Wage Increase*

I do not agree with the Company's argument that the wage rates of the CPT employees should be based on wages at present being paid by local cartage companies in the Winnipeg area; I do agree with the Union's argument that they should be based on wages being paid by other trucking concerns owned and operated by the CPT, as they are part of a chain of CPR subsidiaries which operate throughout the Prairie Provinces into the mainland of British Columbia, and over onto Vancouver Island. The employees concerned in this dispute operate a highway freight service from Winnipeg to Brandon, Regina, Swift Current, East End and Saskatoon, which interlocks with another wholly owned CPR subsidiary, namely, Dench of Canada, and Dench carries on from Regina to Medicine Hat, Lethbridge, Calgary, Edmonton, and into the Okanagan Valley, where the O.K. Valley Freight Lines (another CPR subsidiary) takes over and continues the operation through to Vancouver. This service is then continued by the Island Freight Lines Limited (another CPR subsidiary on Vancouver Island).

In my opinion the wages of the CPT employees operating out of Winnipeg as part of the chain outlined above should be

brought more into line with wages being paid to employees on other parts of this interlocking service. Dench of Canada highway drivers are paid a top rate of 5.2 cents per mile and their terminal wage rate is \$1.30 per hour. O.K. Valley Freight Lines rates are: highway drivers 7 cents per mile and terminal staff, \$1.25-\$1.45 per hour. Island Freight Lines Ltd., pay their transport drivers \$1.55 per hour, and \$1.60 an hour when a trailer is attached.

From the above it is evident that the following rates being paid to the employees concerned in this dispute are grossly out of line, as their top rate for highway drivers is only 4 cents per mile and the top rate for terminal employees is only \$1.04 per hour. The total inadequacy of CPT employees wage rates is further emphasized when it is known that the prevailing rate for highway drivers in Western Ontario is 5½ cents per mile, and common labourers in the City of Winnipeg are paid \$1.29 per hour, and common labourers employed by the (parent company) CPR, in their railway operation is about \$1.24 per hour and these employees are now negotiating for further increases which will no doubt, in part at least, be granted.

In view of all the above evidence I would recommend that CPT highway drivers be paid 5 cents per mile and that a terminal wage rate of \$1.30 per hour be established with commensurate wage increases to all other classifications; this to be effective as from June 1, 1955, which is the anniversary date of the present contract. I would also recommend that any bonuses or other privileges at present in effect be maintained. I would also recommend that Remembrance Day be added to the list of statutory holidays at present provided for in the agreement. I have no recommendations regarding the other matters in dispute, as I feel that the union and the company will reach a satisfactory settlement on them when an agreement is reached on the major questions enumerated in this report.

In closing I wish to express my appreciation of the very earnest efforts made by the Chairman to effect settlement of this dispute.

Respectfully submitted.

(Sgd.) T. MCGREGOR,  
*Member.*

c.c. T. W. Laidlaw, QC.



## Legal Decisions Affecting Labour

Question of law in arbitration of union security clause is decided by British Columbia judge. Power of the U.S. Secretary of Labor to fix industry-wide minimum wage under Walsh-Healey Act upheld by court

In the course of arbitration of a dispute over the interpretation of a union-security clause in an agreement between a construction workers' local and a British Columbia company, by a ruling of a judge of the Supreme Court the company was held not to have violated the agreement by refusing to discharge an employee who was not a member of the union and who did not pay union dues.

In the United States, the federal Court of Appeals for the District of Columbia reversed a decision of a lower court which had held that the "prevailing minimum wage" which the Secretary of Labor is empowered by the Walsh-Healey Act to set for workers engaged on federal government supply contracts must be set on an area basis. The appeal court, with one judge dissenting, held that the Secretary did not exceed his authority by setting one minimum rate for a whole industry.

### British Columbia Supreme Court...

... holds that company did not violate terms of agreement in refusing to dismiss an employee for failure to join union or pay the membership dues

In a judgement delivered October 11, by Mr. Justice Macfarlane of the British Columbia Supreme Court, it was held that on a true construction of the wording of the union security clause in the collective agreement between a company and a union the company was not obliged to dismiss an employee who refused either to become a member of the union or to pay union dues. The case came before a judge of the Court by way of reference from a board of arbitration under the provision of the Arbitration Act which permits an arbitrator to refer any question of law arising in the course of the reference for the opinion of the Court.

Mr. Justice Macfarlane gave the facts in his reasons for decision. The company, Ocean View Development Ltd., entered into a collective agreement with the union, Building and General Labourers' Union,

Local 602, on June 1, 1955. The agreement contained the following clause:

The following wage rates and working conditions shall take effect and be binding upon the parties hereto and shall govern all employees of the Company referred to herein.

Section 1—*Union Security*—All employees at present members of the Union shall continue as members during the life of this agreement. All present employees not members of the Union shall have the option of joining the Union or alternatively paying Union dues.

All new employees shall have the option of joining the Union or alternatively paying Union dues during the life of the agreement.

At the time the agreement was signed, the company had and still retained in its employ a workman who was not and never became a member of the union. The union requested the workman either to join the union or alternatively to pay membership dues, both of which he refused to do. The company, when requested by the union, refused to make it a condition of the continued employment of the workman that he comply with either alternative and refused to discharge and replace him.

The union contended that the company was obliged to require each of its employees to do either one of the alternatives set out in the union security clause. The company maintained that what was agreed was that the employees should have the options stated but every employee at common law had a right to work without taking out membership in a union as he saw fit and the Labour Relations Act did not take that right away. Furthermore, the company contended that if it should attempt to compel the employees to do either of these two things it would be violating Section 6 of the Labour Relations Act, which reads as follows:

6. No trade-union, employers' organization, or person shall use coercion or intimidation of any kind that could reasonably have the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

effect of compelling or inducing any person to become or refrain from becoming, or to continue or cease to be, a member of a trade union.

The union pointed out that Section 8 of the Labour Relations Act provides that:

8. Nothing in this Act shall be construed to preclude the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade-union, or granting a preference of employment to members of a specified trade-union, or to preclude the carrying out of such provisions.

The union therefore contended that, notwithstanding the provisions of Section 6, the company having entered into the agreement may require as a condition of employment that one of the options be taken up by the employee.

Mr. Justice Macfarlane stated that the question is whether or not the provision "all present employees not members of the union shall have the option of joining the union or alternatively paying union dues" means that they must do one of these things and that they cannot refuse to do both. The union had suggested, noted his Lordship, that clause 1 of the agreement set out the working conditions which governed all employees of the company and that, if the construction given to the clause was not that it is a condition of employment that the employee had to do one of those things, the agreement would be nugatory or futile. Counsel for the union had contended that it was a case for application of the rule that where the contract as expressed in writing would be futile, and would not carry out the intention of the parties, the law will imply any term obviously intended by the parties which is necessary to make the contract effectual. His Lordship, however, did not agree. He felt that it could not be said that the clause here was nugatory and futile simply because it did not go so far as the union wished. He said that the agreement gave an option but did not go far enough to provide what the union wanted, namely a union shop.

He went on to state that it was quite conceivable, as the company contended, that so far as the company was concerned, it never intended that the agreement should go any further than it stated, and that it would be illegal and contrary to the provisions of Section 6 of the Labour Relations Act for the company to undertake anything beyond that. *Building and General Labourers' Union, Local No. 602 v. Ocean View Development Ltd.* (1955) 5 DLR 12; (1955-56) 17 WWR 115.

## United States Court of Appeals, District of Columbia Circuit...

... upholds authority of Secretary of Labor to fix minimum wage rates on government contracts on an industry basis rather than on a geographic basis

The United States Court of Appeals, District of Columbia Circuit, on December 1, 1955, allowed an appeal by the Secretary of Labor against a decision of the District Court enjoining him from putting into effect a minimum wage of \$1 an hour for work on federal government contracts in the cotton, silk and synthetic textile branch of the textile industry.

The Appeal Court held that the Walsh-Healey Public Contracts Act under which the determination of \$1 an hour as the prevailing minimum rate was made gave the Secretary of Labor authority to fix a minimum on an industry basis rather than on the basis of separate geographic localities.

Chief Justice Edgerton, in giving reasons for decision, reviewed the provisions of the statute and the events leading up to the appeal. The Walsh-Healey Public Contracts Act of 1936 provides that any government contract for more than \$10,000 shall include a stipulation that all persons employed in manufacturing or furnishing goods under the contract will be paid "not less than the minimum wages as determined by the Secretary of Labor to be the prevailing minimum wages for persons employed on similar work or in the particular or similar industries or groups of industries currently operating in the locality in which the materials, supplies, articles, or equipment are to be manufactured or furnished under said contract; ..."

The Secretary of Labor determined in January 1953, after extensive hearings that the prevailing minimum wage in the cotton, silk and synthetic textile branch of the textile industry was \$1 per hour. Covington Mills and other textile manufacturers brought suit in the District Court against the Secretary to set aside and enjoin his determination as illegal. The Textile Workers Union of America (CIO), and certain manufacturers, intervened in support of the determination. The Court found the determination illegal, on the ground that the Secretary's authority under the Walsh-Healey Act is limited by the word "locality" and that, therefore, he may not determine a minimum wage on an industry-wide basis. The Secretary and the interveners appealed the decision.



The Chief Justice then described the policy and purpose of the Act:

By statute and regulation, government contracts must go to the lowest responsible bidder. Until the Walsh-Healey Act was passed, it followed that the government, though it urged industry to maintain adequate wage standards, was often compelled to undermine them by contracting with low-wage concerns. The Walsh-Healey Act sought to support standards by withholding contracts from such concerns.

This Act's purpose was to impose obligations upon those favoured with Government business and to obviate the possibility that any part of our tremendous national expenditures would go to forces tending to depress wages and purchasing power and offending fair social standards of employment. As stated in the Report of the House-Committee on the Judiciary..., "the object of the bill is to require persons having contracts with the Government to conform to certain labor conditions in the performance of the contracts and thus eliminate the practice under which the Government is compelled to deal with sweat shops".

The quotation is from the Supreme Court's judgment in *Perkins v. Lukens Steel Co.* He then cited also the statement in *Endicott Johnson Corp. v. Perkins*, that the Act's purpose "is to use the leverage of the Government's immense purchasing power to raise labour standards".

He considered that the Secretary's findings of fact made it clear that in the textile industry, unlike some industries, only an industry-wide minimum would serve this purpose, because the competition is industry-wide. He disagreed with the District Court's construction of the Act which would make it necessary for the Secretary to fix separate minima according to the wages that prevail in each separate textile community:

This would freeze the competitive advantage of concerns that operate in low-wage communities and would in effect offer a reward for moving into such communities. It would also make the Act nearly meaningless as applied to a large part of the textile industry, since there is frequently only one textile concern in one neighborhood and it necessarily pays the wages that prevail in its plant.

He did not accept the contention that because of the use of the word "locality" the plain meaning of the Act forbids the Secretary to fix an industry-wide minimum. In his view, it is not plain that every minimum wage determination under the Act must be limited to a locality or that a large group of States can never be a locality.

Further, the Secretary's interpretation of the Act as permitting industry-wide determinations is not new. His practice in this connection has been called to the attention

of committees of Congress but Congress has not amended the Act to write his interpretation out of the Act.

Mr. Justice Danahar concurred with the Chief Justice, but added that in his opinion the large number of plaintiff companies should not have been parties in the suit and likewise the intervention on the side of the Secretary should not have been allowed. The Fulbright Amendment, an enactment of 1952 which permits judicial review of the Secretary's determinations, provided that review may be had only by a person "adversely affected or aggrieved". Only 14 of the plaintiffs had shown that the determination "results in direct and immediate injury". Because of the Government's undoubted right to lay down the conditions upon which its own business will be conducted, he considered that the Fulbright Amendment required a strict construction, and only those directly affected should have been allowed to bring suit.

Mr. Justice Washington, in a dissenting opinion, said that the central issue was whether the Walsh-Healey Act was intended to establish a nation-wide wage standard for Government contractors, or a standard based on wages prevailing in the contractor's own community. In his view the statute clearly establishes the latter standard, requiring only that bidders for Government contracts shall pay the prevailing wages in the community where the work is performed. In his view, the majority misconceived the purpose of the Act, as revealed in the light of conditions prevailing in 1936, when it was passed.

At that time, and before, it was generally thought that the Federal Government lacked power to undertake broad regulation of wages and labour standards. Control of Government contracts was thought possible, however, and in 1931 the Bacon-Davis Act was passed, imposing certain wage regulations in the field of Government construction contracts... In 1935 that Act was substantially revised and strengthened... The 1935 revision provided—in language derived from the earlier legislation—for wage determinations based on conditions prevailing in the "city, town, village, or other civil subdivision" where the contract is to be performed. In 1936 the Walsh-Healey Act was passed to cover the field of supply contracts. Here Congress used the "locality" provision we have been discussing. Obviously both Acts are based on the same philosophy and point to a standard limited to a fairly small area and to a restricted objective: that of preventing contractors from cutting wages below prevailing community levels in an effort to pare costs and thus be the lowest bidder. As the legislative history shows, there was no thought of raising wages, or of eliminating regional differentials.

Later, he said, greater breadth of Federal power was recognized. Problems such as

that of the "runaway industry," which were not intended to be dealt with by the Walsh-Healey Act, may now be dealt with by explicit Federal legislation, and Congress has gone far in this direction through the Fair Labor Standards Act and its amendments. Under that Act a minimum wage rate of \$1 an hour will shortly come into effect. He concluded:

Surely it is better to reach decisions of that sort through congressional debate and action, rather than through strained administrative and judicial interpretation of a statute passed years ago for a different and more limited purpose.

*Mitchell v. Covington Mills, Inc.*, United States Court of Appeals, District of Columbia Circuit, December 1, 1955, CCH 29 Labor Cases, 90, 213.

## Recent Regulations under Provincial Legislation

Quebec issues new regulations for boilers and pressure vessels, and Ontario adds beryllium poisoning to list of industrial diseases. The Manitoba Taxicab Board reissues rules for owners, operators, drivers

With a few changes, Quebec has incorporated the latest edition of the CSA Code into its new regulations for boilers and pressure vessels.

In Ontario, employees under Workmen's Compensation Act may now get compensation for beryllium poisoning.

The Manitoba Taxicab Board has ruled that weekly wages for drivers must not be reduced below \$35 except by authorized deductions.

### Alberta Apprenticeship Act

Three orders under the Apprenticeship Act, O.C. 1506-55, O.C. 1507-55 and O.C. 1508-55, were gazetted December 15. The orders, which amend the regulations authorized by O.C. 1283-54, O.C. 1284-54, and O.C. 1218-53, deal with fees for examinations for annual certificates of progress, and certificates of qualification as journeymen in the painting and decorating trade, the sheet metal trade and the carpenter trade.

Apprentices in these trades must pass examinations every year before they are given a certificate of progress which allows them to proceed to the next stage of apprenticeship. Those who have completed their training must also qualify by examination if they wish to obtain certificates of qualification as journeymen. The new orders provide that an applicant will forfeit the fee if he fails to appear for examination at the prescribed time and place unless prevented by unavoidable circumstances, or if he fails to pass. The fee will be refunded, however, if the application is disallowed before examination.

### British Columbia Male and Female Minimum Wage Acts

#### Male and Female Minimum Wage Order No. 13(55)

Male and Female Minimum Wage Order No. 13(1955), effective December 15 and gazetted the same day, applies whenever an employee is employed in more than one occupation by the same employer and the hours in one or more occupations are limited to eight in the day and 44 in the week by the Hours of Work Act or by an order of the Board of Industrial Relations, but are not restricted in all of the occupations.

Such an employee must be paid a minimum wage of time and one-half his regular wage for all hours worked in excess of eight in the day, and for all hours worked in excess of 44 in the week where the hours worked do not exceed eight in any one day.

Every employer must post a copy of this order in a conspicuous place in his establishment or other suitable place so that employees affected may acquaint themselves with the new ruling.

#### Regulation No. 3

By Regulation No. 3 effective December 15 and gazetted the same day, the Board of Industrial Relations has exempted the employees of the Pacific Great Eastern Railway Company, Vancouver, from the Male Minimum Wage Act and the Female Minimum Wage Act. This regulation was made under the provisions of the Acts that permit the Board, for the purpose of efficient administration and having regard



to the nature and conditions of employment and the welfare of the employees, to exempt an employer from the operation of the Act.

### **Manitoba Apprenticeship Act**

Regulation 106/55, made under the Apprenticeship Act and gazetted December 17, amends the rules for the painters' and decorators' trade so that more persons who have experience in the trade but have not served an apprenticeship might be eligible for a certificate of qualification.

Some credit had previously been given for experience in lieu of apprenticeship training but since March 17, 1950, no experienced tradesman had been granted a certificate without examination, and only those who had been engaged in the trade for four years but less than five years prior to September 17, 1949 could qualify by examination. Now some tradesmen may again qualify without examination and others who have accumulated experience since September 17, 1949, may qualify by examination.

Until March 31, 1956, a person who has been engaged in the trade of a painter and decorator for five years or more prior to July 18, 1955, may be granted a certificate of qualification without examination on the recommendation of the trade advisory committee. The candidate must satisfy the committee that his work measures up to journeyman's standards and he must submit certificates from his employers with his application.

A person who has been actively engaged in the trade for four working years prior to July 18, 1955, may be granted a certificate of qualification if he passes an examination approved by the Apprenticeship Board.

If an applicant is refused a certificate because the trade advisory committee is not satisfied with his credentials or because he fails to pass the required examination, he will be allowed credit for his experience if he enters into an apprenticeship agreement.

### **Manitoba Taxicab Act**

Regulation 100/55 under the Taxicab Act, gazetted December 3, deals with licences, drivers, operating conditions and other phases of the taxicab business. The regulations, which are similar in most respects to those authorized by Regulation 93/46, are the first issued since the Taxicab Board was reconstituted by a 1955 amendment to the Act.

The Board now has five members, the Chief Constable of the City of Winnipeg, a member of the City Council nominated

by it, and three persons nominated by the Lieutenant-Governor in Council. The powers of the Board are the same as before. Within the area of Greater Winnipeg, it has general supervision over taxicabs, their owners, operators and drivers, and may make rules within the framework laid down in the Act.

As provided in the Act, there is a separate licence to carry on a taxicab business, to operate a taxicab, and to drive a taxicab. Anyone wanting a licence must apply in person and must state the purpose for which the application is made. An applicant for a driver's licence must be at least 21 years of age.

A licence may be suspended or cancelled by the Board for a violation of any federal or provincial statute, municipal by-law or a regulation, rule or order of the Board. Drivers and operators are also liable under Section 117 of the Highway Traffic Act, which provides that a magistrate who convicts any person of a breach of the Governmental Liquor Control Act with respect to liquor had or kept in a motor vehicle operated for compensation shall suspend the licence of the driver and the registration of the vehicle for six to 12 months. A driver may also have his licence suspended if there is evidence that he has carried intoxicating liquor in the taxicab or that he has driven immediately after drinking liquor.

The Act provides that no driver is to be "on duty" more than 12 hours a day or more than six days a week, but leaves the interpretation of the phrase "on duty" to the Board. The Board has ruled that the 12-hour working day must include a period of not less than one hour for meals, and that the hours of a driver employed otherwise than by the week must be confined to 12 consecutive hours from the time he first reports for work. A driver operating a car is considered on duty from the time he is called until he reports in on completion of the trip: When not actually driving, a driver is on duty if he is upon the premises or in his cab under the instructions of and available for call by his employer.

The Act, which was passed in 1935, set a minimum wage of \$15 a week for drivers employed by the week, and a minimum wage of \$1.40 a day plus 35 cents an hour for every hour worked in excess of four for other drivers, but gave the Board authority to set a higher minimum wage and to rule on other details regarding wages. As the general minimum rate set under the Minimum Wage Act for men in the city of Winnipeg in 1935 was \$12 a week, the rate for taxicab drivers was

slightly above that rate. Since then the general minimum wage rate has been increased to 60 cents an hour.

A new provision in their regulations states that the owner of a taxicab business must not deduct any amount from the wages of a driver employed by the week that would reduce his weekly wage below \$35 unless it is a deduction required by an Act or regulation of the federal or the provincial government, or a deduction made at the written request of the driver and approved in writing by the Board.

As under the previous regulations, every taxicab operator of more than one cab must have at least one driver paid by the month or week for each taxicab licensed to be operated by him, not including seven-passenger cars. A driver employed by the year or month must be paid a wage equal to the aggregate if he were employed by the week, and a driver hired by the week must be paid the minimum wage per week whether the week is four, five or six days of employment, unless he is absent from illness or by arrangement.

Drivers must be paid in cash or by cheque. When paid in cash, the driver is to sign a receipt in a book which will be inspected by one of the Board's inspectors. When drivers are paid by cheque, the employer is to keep the cancelled cheques for the Board's inspectors to examine. Accurate wage reports must be sent to the Board each month by the employer on prescribed forms showing the type of employment of each driver, the hours and wages paid him. The report is to be signed by both the driver and the employer.

The regulations also contain a number of rules regarding the conduct and behaviour of drivers. Every licensed driver must notify the Board when he changes his employer or his address, and must also notify the Department when he changes his address. A driver must not smoke while a passenger is being carried in the taxicab, and must dress appropriately and wear the cap or uniform that may be prescribed by the Board. A driver, while awaiting or soliciting passengers, must accommodate persons in order of their application.

A driver must not permit more than one person to sit in the front seat of the taxicab with him. He must proceed by the most direct available route from the point of his engagement to the passenger's destination unless otherwise instructed by the passenger. He must also give a receipt when he receives payment if requested to do so by a passenger. If a passenger leaves

an article of value in the taxicab, the driver must report it to the operator who in turn is to notify the police.

There are a number of rules to protect both passengers and drivers. Garages where taxicabs are kept, hired, stored or repaired, and accounts, records and documents are subject to inspection by both the police and the Board. A taxicab may be ordered out of service if it is found to be unsafe or unsuitable. If ordered out of service for repair, a taxicab must not be put back into service until passed by one of the Board's inspectors. Every taxicab operator must inspect his equipment regularly and keep it in proper repair and in a sanitary condition at all times.

No taxicab is to carry or convey gasoline, explosives or any other inflammable substance not in use in supplying motive power, light or heat. Any accidents resulting in loss of life or in damage to property in excess of \$50 must be reported to the Board within 24 hours.

### Newfoundland Food and Drugs Act

Regulations under the Food and Drugs Act, to be known as the Counter Freezers Regulations, 1955, were gazetted November 29. The regulations apply to persons engaged in the manufacture or handling of ice cream or the mix from which it is made, and are mainly concerned with public health.

All persons engaged in manufacturing or handling ice cream must wear separate, clean outer garments and must keep their hands clean. They must be free from any contagious disease, and must submit to medical examination when requested by the Department of Health.

An adequate, safe and sanitary water supply and suitable toilet and hand washing facilities must be provided for persons engaged in the trade.

The regulations also include provisions regarding sterilizing of equipment, utensils and apparatus, the location of freezers and the storage of supplies.

The application of the general regulations under the Food and Drugs Act (L.G., 1950, p. 2091) has been extended by regulations gazetted December 20. The general regulations made on August 16, 1950, set out the minimum sanitary standards to be observed by employers and workmen in all places where food is prepared, handled or sold. The regulations applied to St. John's and a two-mile radius, Bell Island, Botwood, Stephenville, Placentia, Corner Brook and a five-mile radius, Channel Port-aux-Basque and Fogo. They applied to places within a 15-mile radius of St.



John's and Corner Brook with respect to establishments where milk, butter or cream is produced.

Coverage has been extended to all establishments where food is prepared, handled or sold in the following places: all the electoral districts of St. John's, both electoral districts of Trinity and Placentia, and the electoral districts of Bell Island, Harbour Main, Port-de-Grave, Harbour Grace, Carbonear-Bay-de-Verde, St. Mary's, Ferryland and Burin.

### Ontario Workmen's Compensation Act

O. Reg. 230/55 under the Workmen's Compensation Act, gazetted December 17, effective January 1, 1956, amends Regulation 371 of the Consolidated Regulations of Ontario 1950.

Manufacturing of plaster statuary has been taken from the list of industries excluded from the benefit section of the Act and added to the schedule of industries in which the employers are required to contribute to the accident fund. Employers in this industry must now contribute to the accident fund and employees will get compensation in case of death or accident.

There are a number of changes in Schedule 1, which contains the list of industries in which the employers are liable to contribute to the accident fund. Other industries specifically listed in the schedule are: operating a storage-battery business; operation of the business of selling, renting, servicing or repairing of machinery and equipment; automobile slip-cover installation; new and used automobile-sales business; blue printing, mimeographing, multigraphing, multilithing, photostating, silk screen printing, advertising display work, sign painting or lettering; operation of aeroplanes, airships or other flying machines. Two industries, erecting of metal signs and printing metal display signs, have been deleted. There have also been changes in the classes.

There are several changes to Schedule 3, the list of industrial diseases. Beryllium poisoning from any process involving the use of beryllium or its preparations and compounds has been added to the list. Beryllium is a metal which in recent years has been used in the production of copper alloys and its compounds are used in the manufacture of fluorescent lamps. Beryllium poisoning does not appear in the schedule of industrial diseases in any other province. Changes have been made in the definitions of pneumoconioses and silicosis. The pneumoconioses other than silicosis now appear in the schedule without being limited to any particular process. Silicosis

is associated with the processes of mining, quarrying, cutting, crushing, grinding, or polishing of stone, or grinding or polishing of metal.

### Quebec Pressure Vessels Act

New regulations under the Pressure Vessels Act authorized by O.C. 1205 were gazetted December 3. These regulations replace those approved by O.C. 1343/44, and were issued because it was considered advisable in view of modern technical developments to enact new rules conforming to the provisions of the Canadian Standards Association Code for Boilers and Pressure Vessels.

The new regulations are in two parts: Part I has some general provisions as to construction, installation and inspection of pressure vessels and as to fees; Part II contains technical rules governing these matters, which, except for a few changes, correspond to those set out in the 1955 edition of the CSA Code (CSA B 51-55). Since 1952, the CSA Code has been used as a standard under the Quebec regulations, but the Code rules were not previously embodied in them.

The new regulations place more emphasis on welding. The 1955 edition of the Code has a section on welding which has been incorporated into Part II of these regulations. The general provisions in Part I also require that welding procedures and qualifications of welders must conform to the standards established in the Code and in the Quebec Regulations. No person may do welding on any steam or hot water boiler, or on any other pressure vessel, without having first obtained a valid certificate of the appropriate class. Except for welding piping for the installation of hot water tanks having a pressure not exceeding 100 pounds p.s.i., and a temperature not more than 250° F., or for the installation of heating apparatus operated at a pressure not exceeding 15 pounds p.s.i., no one may weld piping which contains steam, air or gas, or the piping of a refrigeration system, unless he is qualified to do so. A person engaged in the business of fabricating or repairing boilers and pressure vessels must employ only welders duly qualified for that kind of work.

As before, the regulations apply to the following apparatus and all accessories connected to them: boilers and furnaces either steam or hot water, automatic apparatus for heating boilers or furnaces, refrigerating plants, tanks or vessels containing gas, air or liquids under pressure. They do not apply, however, to steam or hot water

*(Continued on page 205)*

# Unemployment Insurance

## Annual Report of the Unemployment Insurance Advisory Committee, '54-55

For the first year since unemployment insurance initiated, disbursements exceed revenues; fund decreases by \$40½ million. If '54-55 unemployment becomes normal, increase in contribution rates must be considered

For the first time since unemployment insurance was initiated, in 1941, revenues from all sources in the fiscal year 1954-55 were less than disbursements and, as a result, there was a net decrease in the Unemployment Insurance Fund of \$40½ million.

The Unemployment Insurance Advisory Committee, in its report for the fiscal year ending March 31, 1955, tabled in the House of Commons at the opening of the current session, took a serious view of this reduction. It noted that if unemployment in 1954-55 becomes the normal pattern, an increase in contribution rates will have to be considered.

The most serious aspect of the withdrawal of \$40½ million from the fund invested, the Committee pointed out, will be the reduction in revenue of \$1,200,000 next year.

The Committee approved recommendations by the Unemployment Insurance Commission concerning seasonal regulations and married women regulations.

The Unemployment Insurance Advisory Committee consists of a chairman and eight members, four of whom represent employers and four, employees. Present Chairman is Arthur McNamara, former Deputy Minister of Labour. Members are: George Burt, Gordon Cushing, Albert Deschamps, James Hunter, F. G. H. Leverman, Jean Marchand, J. G. McLean and H. Shoobridge.

The complete text of the report follows:

To His Excellency

The Governor General in Council:

1. Section 87(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

2. The Committee met on July 26, 1955, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1955. These reports were supplemented by further information and explanations, by a report from the Actuarial Adviser, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. The balance at the credit of the Unemployment Insurance Fund at March 31, 1955, was \$840,692,316.77, a decrease of \$40,581,816.57 in the twelve-month period. This is the first year over which a decrease in the Fund has occurred. This compares with an increase of \$29,688,968.68 in the fiscal year 1953-54 and \$73,385,813.23 in the fiscal year 1952-53.

4. The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is approximately \$23,680,000 less than the market value at March 31. The average investment yield is 3 per cent compared with 3.02 per cent for the previous year.

5. The revenue for the fiscal year 1954-55 totalled \$217,046,785.55, an increase of \$507,050.54 over that of the previous year. This amount was made up as follows:

Employer and Employee Contributions.....	\$ 156,871,986 88
Department of Veterans Affairs for Veterans of World War II Special and Regular Forces..	1,988,322 53
Government Contribution.....	31,771,419 78
Income from Investments and Fines.....	26,415,056 36
	\$ 217,046,785 55

The surplus built up in previous years has proved very valuable by creating a splendid income from investments which materially adds to the annual revenue.

6. Benefit payments in the year 1954-55 totalled \$257,628,602.12, of which \$232,757,808.10 was expended in regular benefit and \$24,870,794.02 in supplementary benefit. This represents an increase over the previous year of \$70,777,835.79 in total benefit, \$58,137,905.07 being attributable to greater expenditures of regular benefit, and \$12,639,930.72 to increased supplementary benefit payments which, during the past winter, were augmented by the application of higher rates and a greater minimum duration of payments.



7. For the first time since the Unemployment Insurance was initiated during 1941, revenues from all sources were less than the disbursements, the net decrease in the fund by reason of this fact being \$40½ million. In April and May 1954, and December 1954 and again in January, February and March 1955, expenditures exceeded revenue. Indeed it was not until June 1955 that the turn came. In June 1955, the total revenue exceeded the disbursements by some \$5 million.

The reduction in the Unemployment Insurance Fund of \$40½ million is looked upon by the members of your Advisory Committee as serious. If 1954-55 fiscal year, in respect

to employment, becomes the normal pattern, consideration, it is believed, will require to be given to the matter of increasing contribution rates.

If on the other hand it develops that 1954-55 proves to be above the average in respect to unemployment, the loss is not too serious, because the balance in the fund still remains large. The most serious aspect is that the withdrawal of \$40½ million from the fund invested will mean a reduction in revenue next year of \$1,200,000.

8. In summary form the following comparisons as between 1955 and the previous three years will be of interest:

	1955	1954	1953	1952
	(thousands of dollars or units)			
1. Balance at the credit of the Unemployment Insurance Fund (March in each year).....	\$840,692	\$881,274	\$851,585	\$778,199
2. Increase or decrease (—) in balance from previous year of.....	—\$ 40,582	\$ 29,689	\$ 73,386	\$113,619
3. The average investment yield is.....	3-00%	3-02%	2-92%	2-75%
4. Contributions from employers and employees.....	\$156,872	\$157,722	\$153,287	\$151,985
5. Contributions for Armed Service Personnel.....	\$ 1,988	\$ 951	\$ 1,897	\$ 1,903
6. Contributions from the Government.....	\$ 31,771	\$ 31,735	\$ 31,036	\$ 30,815
7. Amount collected in fines.....	\$ 37	\$ 37	\$ 36	\$ 33
8. Interest on Investments.....	\$ 26,378	\$ 26,095	\$ 22,951	\$ 19,047
9. Total Revenue.....	\$217,046	\$216,540	\$209,207	\$203,783
10. Ordinary Benefit Payment.....	\$232,758	\$174,620	\$128,814	\$ 85,560
11. Supplementary Benefits.....	\$ 24,871	\$ 12,233	\$ 7,009	\$ 4,596
12. (a) The month of highest benefit and amount.....	March \$ 45,423	March \$ 31,175	March \$ 23,992	March \$ 16,396
(b) The month of lowest benefit and amount.....	October \$ 11,765	August \$ 6,402	October \$ 5,701	July \$ 3,424
13. The number of initial claims received.....	1,409 claims	1,282 claims	984 claims	881 claims
14. (a) Average number of benefit days paid.....	74 days	59 days	58 days	49 days
(b) Average daily rate of benefit.....	\$ 3-15	\$ 3-12	\$ 2-95	\$ 2-58

9. Specific reasons can be given for the drop in employment during 1954-55, amongst which the following were important:

1. The effect of drop in farmers' income —this was felt very badly in the farm implement factories where the reduction in employment was over 11 per cent.
2. The working force on the railways was reduced by reason of the falling off in the grain movement and the reduction in staff resulting from the change of motive power to diesels.
3. Oil has displaced coal in many industries and coal miners have been out of work.
4. International competition has adversely affected the textile industry and some others.

10. It was indicated to the Committee that, in the opinion of the Economics and Research Branch of the Department of Labour, total employment in the Canadian economy is likely to continue to strengthen over the summer months of 1955 with

further increases in the number of persons with jobs on a year-to-year comparative basis. The expansion of employment between June and September is expected to be somewhat greater than that which occurred in either 1953 or 1954 and more than the usual seasonal improvements during these summer months. On the supply side of the labour market, the labour force may expand at a slightly greater rate than was the case during the past two years. As far as unemployment is concerned, this is likely to mean a further decline between June and September of 1955, as well as a continued year-to-year improvement in the level of employment.

11. Of course the Committee and the Government expected an increase of supplementary benefit payments because amendments to the Act passed early this year provided for increased payments.

It is interesting to know that up to the end of March 1955, the extra revenue derived from the increased contribution rate of 1 cent per day each, by employees and

employers, which was provided for when supplementary benefits were initiated, together with the Government contribution, has more than equalled the total payments of supplementary benefits.

12. The Committee wish to call attention to the fact that the work of the staff of the Commission was increased during 1954-55 by a very big increase in the number given attention. No less than  $1\frac{1}{2}$  million individuals made approximately  $2\frac{1}{2}$  million claims involving payment of \$257 $\frac{1}{2}$  million in relatively small amounts.

The magnitude of this task can only be understood when consideration is given to the great amount of detailed checking involved in dealing with every claim. The fact that the staff managed this work with a minimum of complaints is very creditable to the members and to the Unemployment Insurance Commission. It is evidence of a good organization and a staff composed of hard-working careful individuals. In the opinion of the Committee it is a creditable record indeed to which attention is called.

The Committee also respectfully call attention to the fact that it is dangerous for staff to work at continuous high pressure for weeks at a time on claims, such as was necessary last winter. There is the fear that they will become so preoccupied with the desire to prevent delays that some essential checking might be overlooked. It is recommended that the Commission be provided with the necessary authority to augment staffs when necessary, especially the inspection staff.

13. A new phase of the Unemployment Insurance starts in October 1955, when the new Act, passed during the 1955 Session of Parliament, comes into force. There are extensive changes, many of which will affect the period during which the benefits will be paid, and the rates have been increased. Generally, it will be easier to qualify for

benefits and the period during which benefits will be payable to most claimants will be longer. Under the Act, it will be possible for an individual to obtain regular benefits for a period of 36 weeks, plus supplementary benefits for 15 weeks. It will, in the opinion of the Committee, be two or three years before the experience under the new Act will be sufficient to report fully on the effect of this Act on the Fund.

14. The Committee approved the recommendations made by the Unemployment Insurance Commission in respect to the following regulations:

(1) *Seasonal Regulations*

(a) that the industries to which the seasonal regulations would apply in future, would be

(1) transportation by water on inland waters.

(2) stevedoring at inland ports.

(b) modification of the test to determine an individual's attachment to seasonal employment.

These modifications were reported to the Committee in a letter dated July 14, 1955, File 1-2-7-1, by the Secretary of the Commission.

(2) *Married Women Regulations*

When the Industrial Relations Committee gave consideration to the Unemployment Insurance Bill, the matter of regulations for married women was studied and the Unemployment Insurance Commission proposes to submit recommended regulations to the Cabinet which will embody the modifications concurred in by the Industrial Relations Committee.

All of which is respectfully submitted.

(Sgd.) A. MACNAMARA,  
Chairman.

## Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit in November up by 65,000 from October but down by 28,000 from November of 1954, statistics show\*

Claims for unemployment insurance benefit in November were up from October but down from a year ago.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 159,757 initial and renewal claims for unemployment insurance benefit were received in local offices of the Unemployment Insurance Commission during November. This represents a considerable increment (69 per cent)

over the 94,744 claims recorded for October, all provinces contributing to the increase. In relation to one year earlier, however, claims in November show a decline of 28,000, the downward trend being reflected in all provinces except Newfoundland, Saskatchewan, Alberta and British Columbia.

Claimants having an unemployment register in the live file on November 30 numbered 219,786 (162,252 males and 57,534 females), in comparison with 163,100 (109,132 males and 53,968 females) on October 31 and 306,609 (234,791 males and 71,818 females) on November 30, 1954.

\*See Tables E-1 to E-4 at back of book.



Adjudicating officers disposed of 133,702 initial and renewal claims during November, entitlement to benefit being granted in 92,644 or 69 per cent of the cases. Decisions in which the claimant was not entitled to benefit numbered 45,763 (this figure includes 4,705 disqualifications arising from revised claims) and of these, 31,871 or 70 per cent were on behalf of claimants unable to fulfil the minimum contribution requirements for establishment of a benefit period. Chief reasons for disqualification were: "voluntarily left employment without just cause" 4,714 cases, and "not capable of and not available for work" 2,490 cases.

New beneficiaries during November totalled 65,061, compared with 54,981 during October and 110,736 during November 1954.

The amount of \$8,661,628 was paid during November in respect of 514,456 weeks of unemployment under the new Act and 14,982 days under the old Act. Comparable figures for October were: \$7,535,340 paid in respect of 280,834 weeks under the new Act and 944,389 days under the old. For November 1954, benefit payments amounted to \$14,020,255 in compensation for 4,512,055 days.

An estimated 118 thousand beneficiaries received weekly benefit payments during November, as against 111.1 thousand for October. During the week November 27-December 3, 1954, the number of beneficiaries was estimated at 207.2 thousand.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards were issued to 4,302,591

employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

As at November 30, employers registered numbered 278,494, an increase of 1,560 during the month.

### Enforcement Statistics

During November, 3,489 investigations were conducted by district investigators across Canada. Of these, 2,609 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 880 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 81 cases,† two against employers and 79 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 398.‡

### Unemployment Insurance Fund

Revenue received in November totalled \$20,561,805.96, compared with \$19,510,751.10 in October and \$18,864,991.92 in November 1954. Benefit payments in November amounted to \$8,642,656.05, compared with \$7,514,532.87 in October and \$14,002,412.89 in November 1954. The balance in the fund at November 30 was \$882,161,407.84. At October 31, there was a balance of \$870,242,257.93 and at November 30, 1954, of \$897,469,425.96.

†These do not necessarily relate to the investigations conducted during the month.

## Decision of the Umpire under the Unemployment Insurance Act

### Decision CU-B 1201, December 14, 1955

*This is a test case which applies to nine other claimants.*

**Summary of the Facts:** The claimant filed an application for benefit on April 29, 1955, and stated that he had last worked as a linotypist for *l'Imprimerie Populaire Limitée, Montreal, Que.*, and that he had lost his employment on April 21, 1955, for the following reason: "Shortage of work—lockout."

According to the submissions, *l'Imprimerie Populaire Limitée* operates two different businesses on the same premises. One, *Le Devoir*, deals with the publication of the newspaper of the same name, and the other, *le Département Commercial*, is a printing business. Each of these businesses has its own personnel and its own collective agreement with the Jacques Cartier Union No. 145.

In November 1953, a labour dispute occurred between *l'Imprimerie Populaire*

*Limitée*, section *Le Devoir*, and the union, which was asking for better working conditions. The parties eventually reached an agreement on all the questions under dispute, except the question of wages, which was brought before an Arbitration Board. On April 5, 1955, the Arbitration Board rendered a majority decision and on the 15th of the same month, the union advised the employer that its members had adopted a resolution "that the majority report of the Arbitration Board be rejected in full". Five days later, on April 20, the typographers in the composition room of *Le Devoir*, 25 in all, were advised, when they reported for work at six o'clock p.m., that they had been replaced by new employees.

The following morning, a picket line was set up and at about noon the whole staff of the commercial department, *viz.*, the claimant and nine other typographers, left their work.

On the facts before him, the insurance officer, on May 11, 1955, disqualified the claimant from receipt of benefit as from April 29, 1955, because, in his opinion, by withdrawing their labour on April 21, the claimant and his co-workers had created a stoppage of work within the meaning of Section 41 of the Act; moreover, the claimant had failed to establish that he could satisfy the six conditions stipulated in paragraph 2 of that Section.

From the decision of the insurance officer, the claimant appealed on May 30, 1955, to a court of referees, which sat in Montreal on June 23, 1955.

After having heard the claimant, his solicitor, Mr. Georges Lachance, Mr. André Lévesque, representing the Jacques Cartier typographic union, and Mr. Gérard Filion, managing director of *l'Imprimerie Populaire Limitée*, the court of referees unanimously found that the claimant and his nine co-workers of the commercial department had voluntarily left their employment on April 21, around noon, on account of the confusion which prevailed in the workshop caused by the new typographers who were not acquainted with the routine of *l'Imprimerie Populaire Limitée*. Consequently, the court rescinded the decision of the insurance officer under Section 41 of the Act and disqualified the claimant from receipt of benefit for a period of six weeks as from April 22, pursuant to Section 43(1) of the Act. From this decision, the chief claims officer, on July 12, 1955, appealed to the Umpire.

At the union's request, a hearing was granted, which was held in Montreal on October 20, 1955. The court heard the claimant, Mr. Georges Lachance, Mr.

Lefebvre, superintendent of *l'Imprimerie Populaire Limitée*, and Mr. J. D. Durocher of the Unemployment Insurance Commission.

**Conclusions:** It is a principle of jurisprudence in cases of labour disputes that withdrawal of labour is a concerted action on the part of employees raises a presumption that a labour dispute exists.

It is also an established principle that a sympathetic strike by employees of one employer on behalf of employees of another employer is in itself a labour dispute, even if the participants in the second dispute are not directly interested in the conditions or the result of the original dispute.

Moreover, picketing can be held only as a positive act of participation in a dispute even if the individual acting as a picket is not originally involved in the dispute.

In this case, the evidence indicates that the claimant and his co-workers of the commercial department left their work in concert on April 21; that a labour dispute between their union and the newspaper *Le Devoir* had already been in existence for a long time; that this labour dispute had culminated a few hours before in the dismissal of some 25 of their union brothers; and that, immediately following their withdrawal from work, the claimant and his co-workers joined the picket line.

If these facts are taken into consideration, as well as the declaration of the claimant and his co-workers in their application for benefit that the reason for their separation from work was a shortage of work due to a lockout, it is difficult to conclude, as the court did, that the motive for their action on April 21 was the alleged confusion which prevailed in the workshop and which was caused by the presence of new employees of *Le Devoir* who did not know the routine of the shop.

The chief claims officer has rightly pointed out in his submission "that, if it were not their intention to side with the employees of the newspaper *Le Devoir* who had been dismissed or replaced, the employees of the commercial department (or at least a few of them) would no doubt have exhausted all means to have their grievances remedied before leaving their work. They would have complained to their employer that their work was handicapped by repeated requests for information, etc., from the new employees. The union would certainly have looked into the case."

In my opinion, the voluntary withdrawal from work by the claimant and his co-workers can be reasonably interpreted but

(Continued on page 214)



# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 115 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 113 contracts in these categories were awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Agriculture .....	1	\$ 37,147.12
Defence Construction (1951) Limited.....	2	7,775.46
Post Office .....	10	79,943.56
R.C.M.P. ....	4	175,069.72

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during December

During December the sum of \$1,722.53 was collected from nine employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 109 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*The Pas Man:* J S Quinn Construction Co Ltd, construction of pumping station, Pasquia area, Saskatchewan River Reclamation project. *Near Elbow Sask:* J Coran Construction, construction of tunnels under CPR, Buffalo Pound Lake project. *Near Brooks Alta:* W C Wells Construction Co Ltd, construction of Rock Lake dam.

### Central Mortgage and Housing Corporation

*Camp Gagetown N B:* Brookfield Construction Co Ltd, construction of housing units & sewer & water connections. *Moncton N B:* City of Moncton, installation of ground services; Dobson Construction Co, construction of housing units, walks & drives.

### Defence Construction (1951) Limited

*Halifax N S:* Standard Construction Co Ltd, construction of two chapels, Shannon Park; Foundation Maritime Ltd, construction of telephone exchange bldg. *Valcartier Que:* J O Lambert Inc, construction of two classification ranges (B & D); C Jobin Ltd, construction of detention barracks & outside services. *Angus Ont:* Harold Martin Construction Ltd, widening of fire-break in explosive storage area. *Barriefield Ont:* Schwenger Construction Ltd, construction of booster water pumping station. *Centralia Ont:* Johnson Bros Co Ltd, construction, reconstruction & repair of roads, walks, parking areas, runways, taxiways & aprons. *London Ont:* Ellis-Don Ltd, construction of various bldgs & extension of utilities. *Petawawa Ont:* M Sullivan & Son Ltd, construction of various bldgs & outside services. *Winnipeg Man:* Claydon Co Ltd, rehabilitation of underground steam distribution system; Malcom Construction Co Ltd, construction of junior ranks club. *Calgary Alta:* Horton Steel Works Ltd, erection of steel storage tank, Sarcee Camp. *Cold Lake Alta:* Poole Construction Co Ltd, construction of rifle range. *Edmonton Alta:* Mannix-O'Sullivan Paving Co Ltd, construction of roads (base preparation) & curbs. *Namao Alta:* Shore & Horwitz Construction Co Ltd, construction of fitments for hangar & workshops; Fort Construction Co Ltd, supply & erection of perimeter fencing. *Penhold Alta:* Assiniboia Construction Co Ltd, rehabilitation of underground steam distribution system. *Comox B C:* Terminal Construction Co Ltd, grading, seeding & shaping of road ditches. *Esquimalt B C:* J A Pollard Construction, erection of prefabricated bldgs.

### Building and Maintenance

*Summerside PEI:* M F Schurman Co Ltd, construction of fire hall extension & repairs to existing fire hall, RCAF Station. *Montreal Que:* Allied Building Services Ltd, cleaning, repointing, repairing & waterproofing of exterior masonry & brickwork, 772 Sherbrooke St W; Lewis Bros Asphalt Paving Ltd, construction of parking lot & fencing, 350 Chabanel St; Andex Ltd, construction of mezzanine floor, 175 Craig St E. *Three Rivers Que:* Colt Contracting Co Ltd, cleaning, repointing, repairing & waterproofing of exterior masonry & brickwork, Armoury. *Valcartier Que:* Lafayette Construction Co, construction of loading dock & ramp at bldgs 6 & 7. *Winnipeg Man:* Peter Leitch Construction Ltd, supply & installation of coal conveyor system & track hopper, RCAF Station. *Calgary Alta:* W F Hopps, exterior painting of PMQs, Currie Barracks. *Lethbridge Alta:* Byers Construction Co Ltd, repairing & reinforcing of hangar & trusses.

### Department of Defence Production

(November Report)

*Cornwallis N S:* Rodney Contractors Ltd, construction of bldg & installation of emergency power plant, RCN hospital, HMCS "Cornwallis". *Greenwood N S:* Geo H Hamilton & Son, re-roofing of bldgs #15 & 34, RCAF Station. *Halifax N S:* Halifax Painters & Decorators Ltd, interior painting of basement and sub-basement, bldg S37, HMCS "Stadacona"; Henry's Heating & Sheet Metal Shop, installation of ventilation &



exhaust system, bldg D-40, HMC Dockyard; Robb Engineering Works Ltd, erection of steel storage tank, HMC Dockyard; Chas W Marriott, snow clearing, spreading of sand on walks & parking areas. *Windsor N S*: Murray & Falconer Ltd, landscaping & fencing, Armouries. *Chatham N B*: Wm J Whitty, interior painting of PMQs, RCAF Station; Forrest Construction Co Ltd, replacement of PMQ porches, RCAF Station. *Newcastle N B*: Maritime Waterproofing & Contracting Co Ltd, re-roofing & repairing of Armoury. *Bagotville Que*: Jobbing Construction Co Ltd, alteration to control tower, RCAF Station. *Montreal Que*: Dulude Transport Ltd, removal of snow, #25 COD. *Quebec Que*: Napoleon Giroux Enrg, cleaning, removal of snow & maintenance of paved areas, #5 Works Coy, St Louis Barracks. *St Hubert Que*: Canadian Comstock Co Ltd, installation of power supply system, RCAF Station. *St Johns Que*: Bell, Rinfret & Co Ltd, installation of stainless steel shelving, RCAF Station. *Camp Borden Ont*: York Heating & Air Conditioning Co Ltd, installation of ventilating system, RCAF Station. *Clinton Ont*: Consolidated Painting & Decorating Co, exterior & interior painting of bldgs #75 & 76, RCAF Station. *Hagersville Ont*: Tarry Construction Co, installation of water supply system & new hydrants. *Hamilton Ont*: Griffith & Crane Ltd, paving of roads, HMCS "Star"; Ontario Department of Highways, relaying of water supply pipe line serving RCAF Station. *Kitchener Ont*: Tarry Construction Co, repairs to Knollwood Park Armoury. *Orleans Ont*: Wm D'Aoust Construction Ltd, construction of stores bldg, Wireless Station. *Trenton Ont*: P H Davis, renovation of airmens' washroom, RCAF Station; Richards-Wilcox Canadian Co Ltd, repairs to hangars, RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, hard-surfacing of parking lot, Currie Barracks. *Clareholm Alta*: Les Cookshaw, painting of hangars & bldg #1, RCAF Station. *Lethbridge Alta*: General Construction Co (Alberta) Ltd, re-topping of parade square, RCE Armoury. *Wainwright Alta*: Dales Bros Ltd, loading, hauling & spreading of crushed gravel; Dales Bros Ltd, crushing & stockpiling of gravel, DND gravel pit. *Esquimalt B C*: Parker, Johnston Ltd, alterations to bldg #77, HMC Dockyard; W H Johnston, interior painting of bldg #89, HMCS "Naden". *Prince George B C*: Neville's Painting & Decorating Ltd, interior painting of Armouries; Builders Construction Co, alteration to Armoury. *Vedder Crossing B C*: O'Neill Co Ltd, alteration to kitchen & mess, Camp Chilliwack.

### National Harbours Board

*Halifax Harbour N S*: Canadian Comstock Co Ltd, rewiring of cold storage warehouse, Ocean Terminals. *Montreal Harbour Que*: Driscoll Ltd, conversion of fire protection system, sheds 2-10, from nitrogen gas to electromatic control system; Driscoll Ltd, installation of fire protection system, sheds 16-19 & sheds 25, 26 & 27.

### Department of Public Works

*Port aux Basques Nfld*: Tidewater Construction Co Ltd, harbour improvements. *Chester N S*: Seaboard Construction Ltd, wharf reconstruction & dredging. *Halifax N S*: Foundation Maritime Ltd, alterations to pilot plant, NRC bldg; L G & M H Smith Ltd, repairs to Queen's wharf. *Stoney Island N S*: Mosher & Rawding Ltd, breakwater reconstruction & dredging. *Shippigan N B*: Diamond Construction (1955) Ltd, construction of wharf. *Dolbeau Que*: Louis Dallaire, construction of federal bldg. *Drummondville Que*: Benjamin Robidas Ltd, construction of federal bldg. *Mont-Louis Que*: Chas Verreault, repairs to causeway approach. *Montreal Que*: J Roland Robillard, additions & alterations to Verdun postal station. *St Jean Que*: Lemieux & Frere Inc, construction of public bldg. *Ottawa Ont*: M J Sulpher & Sons Ltd, additions & alterations to laboratory bldg M-20 & construction of physics laboratory; A Lanctot Construction Co Ltd, construction of plant growth & cold storage rooms under rose house, Central Experimental Farm. *Puce Ont*: W S Fullerton Construction Co Ltd, construction of training wall. *Thorold Ont*: Gardner Construction Co Ltd, addition & alterations to public bldg. *Miller's Rapids Man*: S Flostrand, wharf construction. *Winnipeg Man*: Malcom Construction Co Ltd, construction of growth chambers bldg. *Regina Sask*: Bird Construction Co Ltd, construction of feed & implement storage bldg. *Saskatoon Sask*: Shannon Bros, alterations to old post office bldg. *Jasper Alta*: Crawley & Mohr Ltd, addition & alterations to public bldg. *Chemainus B C*: Pacific Pile Driving Co Ltd, float renewal. *Evans Bay B C*: F Gagne & Son, removal of approach & construction of trestle approach, gangway, etc. *Horseshoe Bay B C*: Vancouver Pile Driving & Contracting Ltd, wharf & float repairs. *New Westminster B C*: Fraser River Pile Driving Co Ltd, repairs to protection pier. *Qualicum Beach B C*: Rayner & Branch Ltd, improvements (enlargement of boat basin & entrance channel, etc). *Sardis B C*: R A Adair Construction Ltd, alterations & rewiring, Coqualeetza Indian Hospital.

## St. Lawrence Seaway Authority

*Lachine Que:* Neyrpic Canada Ltd, construction & verification of hydraulic models of Montreal Harbour & Lachine Rapids; McNamara Construction Co Ltd, construction of St. Lambert lock & approaches. *Near Port Weller Ont:* McNamara Construction Co Ltd, enlargement of channel, lock 1 to lock 2, Welland Ship Canal. *Near St Catharines Ont:* Swansea Construction Co Ltd, enlargement of channel, lock 2 to lock 3, Welland Ship Canal; Aiken & MacLachlan Ltd, enlargement of channel, lock 3 to lock 4, Welland Ship Canal.

## Department of Transport

*Lunenburg N S:* Lunenburg Foundry & Machinery Ltd, \*construction of pilot vessel. *Dorval Que:* The Tower Co Ltd, construction of customs examining warehouse. *Lauzon Que:* Geo T Davie & Sons Ltd, \*conversion & refitting of SS "Scotia II". *Mont Joli Que:* Adrien Berube, construction of dwellings & related work. *Seven Islands Que:* Williams Construction Co Ltd, construction of extension to equipment bldg. *Amherstburg Ont:* Ruliff Grass Construction Co Ltd, construction of buoy depot bldg. *Near Port Weller & Thorold Ont:* Kellar's Steeplejacks, painting of structural steel & metal work in interior of lock gates, Welland Ship Canal. *Thorold Ont:* R E Law Crushed Stone Ltd, asphalt paving at locks 5 & 6, Welland Ship Canal. *Comox B C:* A & B Construction Co Ltd, construction of terminal bldg. *Hay River NWT:* Yukon Construction Co Ltd, construction of equipment garage. *Haines Jct & Whitehorse YT:* Yukon Construction Co Ltd, construction of dwellings & garage at Haines, & moving & resiting of bldg from Lake Laberge to Whitehorse.

## Recent Regulations

(Continued from page 196)

heating boilers with a heating surface not exceeding 30 square feet, to vessels other than steam or hot water boilers which contain a gas or liquid under a pressure not exceeding 15 pounds p.s.i., or to vessels other than steam or hot water boilers containing a gas or liquid and whose capacity does not exceed 1.5 cubic feet irrespective of pressure.

Much the same provision is made for inspection of boilers and installations as before. Inspections are made during and after fabrication, after installations are completed and annually thereafter and when pressure vessels change hands. As previously, an 'A', 'B', 'C' or 'D' Certificate will be issued, depending upon the type of inspection.

The 'A' Certificate is issued for vessels subject to individual inspections and no vessel of this type may be installed without it. The Chief Inspector may also from time to time call for an inspection of a sample of pressure vessels and accessories that do not have to be inspected individually. The provision regarding accessories did not appear in the earlier regulations.

The 'B' Certificate is issued for pressure vessels installed in public buildings and industrial establishments. Plans and specifications for the installation of any vessel and pressure piping must be submitted in

triplicate to the Chief Inspector for registration. If the installation has been carried out according to those plans and specifications and if satisfactory, a 'B' Certificate will be issued after inspection of the completed installation.

These installations in public buildings and industrial establishments are to be inspected annually. The annual inspection will be internal as well as external, and if circumstances warrant it, a 'C' Certificate will be issued.

Whoever disposes of a pressure vessel must notify the Chief Inspector, giving the name and address of the person to whom it will be delivered. The pressure vessel must not be put back into operation until it has been examined by an inspector attached to the Inspection Service of Pressure Vessels of the Provincial Government. After a satisfactory inspection, the inspector will issue a 'D' Certificate.

Other inspections are made from time to time. Whenever a portable boiler is moved or used at a different job, the owner or user must give the Chief Inspector written notice of the new location. Repairs by welding must also be approved by the Chief Inspector and supervised by an inspector.



# Strikes and Lockouts

## Canada, December 1955\*

Fewer work stoppages arose out of industrial disputes during 1955 than in any year since 1949.

Preliminary figures for 1955 show 148 stoppages in existence compared with 174 in 1954. A slight decrease occurred in the number of workers involved, declining from 62,250 in 1954 to 57,402 in 1955. However, the time lost was up from 1,475,200 days in 1954 to 1,865,618 days in 1955, an increase of more than 25 per cent. In the last three years about 70 per cent of the total idleness occurred in the last four months of each year.

In 1955, four disputes caused 75 per cent of the total idleness. These involved: motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., which began in October 1954 and was concluded at the end of January 1955; aircraft factory workers at Downsview, Ont.; wire and cable factory workers at Toronto, Ont.; and motor vehicle and parts, diesel locomotive, stove refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont., which alone was responsible for more than half the total loss for the year.

The issue of increased wages and related benefits was a factor in one-half the stoppages in 1955, involving 72 per cent of the workers and causing 95 per cent of the idleness. Of the other disputes, 21 arose over conditions of work; 20 over union questions; 19 over employment, dismissals, suspensions and layoffs; 10 over reduced wages; two over reduced hours; and two were sympathy stoppages.

In December 1955, preliminary figures show 15 strikes and lockouts in existence, involving 17,720 workers, with a time loss of 340,410 man-working days, compared with 24 strikes and lockouts in November 1955, with 21,296 workers involved and a loss of 379,200 days. In December 1954 there were 17 strikes and lockouts, 12,174 workers involved and a loss of 240,861 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December 1955 was 0.41 per cent of the estimated working time; November 1955, 0.45 per cent; December

1954, 0.29 per cent; the year 1955, 0.19 per cent; and the year 1954, 0.15 per cent.

In December 1955, three stoppages were responsible for more than 93 per cent of the total idleness. These involved: motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at London, Oshawa, St. Catharines, Toronto and Windsor, Ont.; wire and cable factory workers at Toronto, Ont.; and sugar refinery workers at Saint John, N.B.

Of the 15 strikes and lockouts in existence in December 1955, one was settled in favour of the workers, one in favour of the employer, four were compromise settlements, and one was indefinite in result, work being resumed pending final settlement. At the end of the year eight disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; radio parts factory workers at Toronto, Ont., on November 1, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.)

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in October 1955 was 268 and 23 were still in progress from the previous month, making a total of 291 during the month. In all stoppages of

\*See Tables G-1 and G-2 at back of book.

work in progress, 68,200 workers were involved and a time loss of 186,000 days caused.

Of the 268 disputes leading to stoppages of work that began in October, 34, directly involving 10,100 workers, arose over demands for advances in wages, and 99, directly involving 10,800 workers, over other wage questions; eight, directly involving

1,300 workers, over questions as to working hours; 32, directly involving 17,900 workers, over questions respecting the employment of particular classes or persons; 94, directly involving 12,000 workers, over other questions respecting working arrangements; and one, directly involving 300 workers, was in support of workers involved in another dispute.

## Prices and the Cost of Living\*

### Consumer Price Index, January 3, 1956

Canada's consumer price index remained practically unchanged between December 1 and January 3, moving from 116.9 to 116.8 (1949=100). This was the fifth successive month in which the total index has shown almost no movement. On January 3, 1955, the index stood at 116.4.

Current decreases in the food and household operation indexes were sufficient to more than offset upward movements in the shelter, clothing and other commodities and services indexes.

The food index declined 0.8 per cent to 111.5 from 112.4 a month earlier as lower prices were reported for eggs, fresh and cured pork, and chocolate bars. Prices of other food items showed little change.

The shelter component advanced to 131.3 from 131.0, due to a small increase in rents and a slightly greater increase in the home-ownership component.

The clothing index moved up to 108.6 from 108.5, largely as a result of higher prices for men's hats and fractional increases in men's sweaters and shoes.

A small drop in the household operation index to 116.5 from 116.6 resulted from lower prices for electrical appliances, domestic gas and electricity, which more than counterbalanced small increases in furniture, coal and cleaning supplies. The price of household help was up in some cities.

The other commodities and services index moved up to 119.0 from 118.3 as increased prices for local transportation, prescriptions and toilet soap outweighed scattered minor decreases.

Group indexes one year earlier (January 3, 1955) were: food 112.1, shelter 128.4, clothing 108.1, household operation 117.1, and other commodities and services 118.2.

### City Consumer Price Indexes, December 1955

Consumer price indexes for seven regional cities registered changes of 0.1 per cent or less between November 1 and December 1, 1955.

The index for Halifax decreased 0.2 per cent, for Montreal 0.3 per cent. The Vancouver index showed a substantial advance of 1.4 per cent, mainly as a result of price increases associated with an unusually severe cold spell on the west coast.

Food indexes were lower in eight of the ten cities and only slightly higher in Saint John. An increase of 1.2 points in the Vancouver food index resulted largely from higher prices for all fresh vegetables. The freezing temperatures of mid-November were an important factor.

Shelter indexes showed little movement between November 1 and December 1, with seven city indexes unchanged and three recording slight increases.

Clothing indexes were up in all cities except Halifax, largely because of higher prices for women's fur coats.

Household operation indexes were up slightly in most cities. A substantial increase in the Vancouver index resulted from higher prices for wood and sawdust, particularly the latter fuel, which was in short supply.

Other commodities and services indexes were unchanged in seven cities and up in three cities. Increased local transportation costs in Saskatoon were responsible for most of the upward movement in the Saskatoon index.

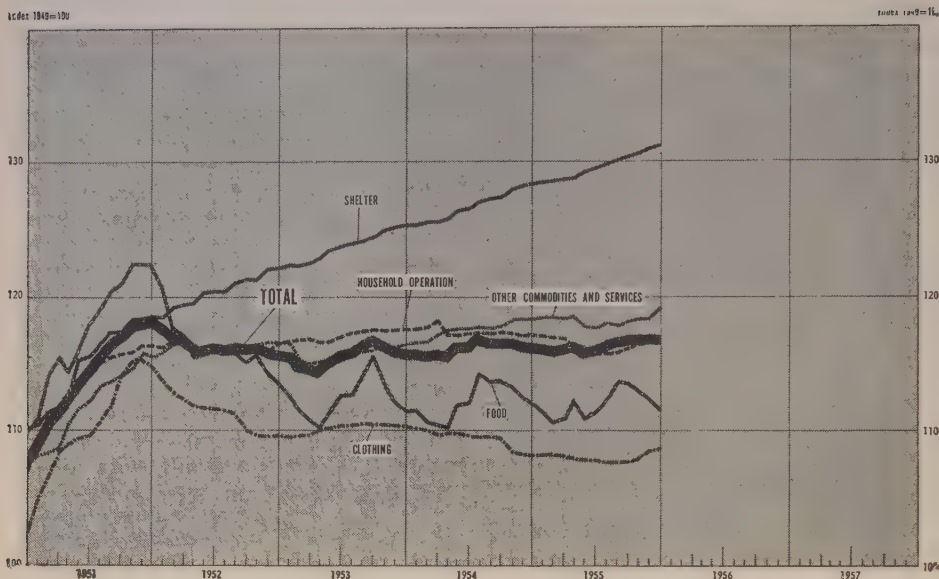
Regional consumer price index point changes between November 1 and December 1 were as follows: Vancouver +1.7 to 120.3; Saint John +0.1 to 117.7; Ottawa +0.1 to 117.8; Saskatoon-Regina +0.1 to 115.7; Montreal -0.4 to 116.7; Halifax -0.2 to 114.7; St. John's -0.1 to 104.5†; Toronto -0.1 to 118.9. Winnipeg and Edmonton-Calgary remained unchanged at 116.9 and 115.1 respectively.

\*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.



# CONSUMER PRICE INDEX FROM JANUARY 1951



## Wholesale Prices, December 1955

Canada's general wholesale price index advanced 0.3 per cent in December to 221.4 from 220.7 in the preceding month and was 2.8 per cent above 1954's December figure of 215.4 (1935-39=100). Seven of the eight major component groups contributed to the advance.

The vegetable products group rose 0.7 per cent to 192.9 from 191.6. Iron and its products as a group advanced 0.7 per cent to 229.3 in response to higher prices for iron and steel scrap. Increases in cotton fabrics, imported and domestic raw wool, cotton knit goods, worsted and wool cloth, and some fibre products outweighed a decrease in raw cotton and moved fibres, textiles and textile products up 0.3 per cent to 226.8. Wood, wood products and paper rose 0.2 per cent to 303.7 as increases in British Columbia fir and newsprint overbalanced decreases in woodpulp and cedar lumber and shingles. In non-metallic minerals, increases in imported coal and sulphur combined with a seasonal increase in sand and gravel at Winnipeg moved the index up 0.2 per cent to 176.8. Chemicals and allied products rose 0.1 per cent to 178.1, when increases in explosives and paint materials proved more important than decreases in drugs and pharmaceuticals and inorganic chemicals. Increases in tin, solder and lead outweighed decreases in silver and antimony and put non-ferrous metals up slightly to 200.6.

Animal products, the only group to register a decline, fell 0.2 per cent to 220.8.

**Canadian farm products** at terminal markets were fractionally higher in December as increases in the field products group were only partially offset by net losses in animal products. The composite index advanced to 197.1 from 196.9. Field products rose to 155.2 from 153.2 while animal products fell to 239.0 from 240.5. Within field products, prices were higher for rye, potatoes, western flax and eastern wheat, hay, raw leaf tobacco, corn and barley. In animal products prices were stronger for calves, raw wool, lambs, eastern cheesemilk and western eggs. On the other hand, declines occurred for steers and hogs, and eggs on eastern markets.

**Residential building material prices** rose 0.3 per cent to 287.5 from 286.7. Price increases were registered for fir and millwork items in the lumber component in addition to shellac and sand. Over the past 12 months an increase in residential building materials of 3.1 per cent has taken place, due mainly to advances in electrical equipment and fixtures, plumbing and heating, paint and glass and lumber.

**The non-residential building material prices index** (1949=100) was unchanged in December at 126.0. Scattered minor price changes were noted, including a decrease in plumbing and increases in lumber items and sand. When compared with a year ago, prices have moved up 3.8 per cent.

## U.S. Consumer Price Index, December 1955

The United States consumer price index (1947-49=100) fell 0.3 per cent between mid-November and mid-December, the Bureau of Labor Statistics, U.S. Department of Labor, reports. It was the first decline since August.

The mid-December index was 114.7, which was 0.3 per cent higher than in December 1954; the mid-November index was 115.0.

## U.K. Index of Retail Prices, October 1955

The United Kingdom index of retail prices (Jan. 1952=100), compiled by the Ministry of Labour, rose from 113.2 to 114.4 between mid-September and mid-October 1955 to bring the index to its highest point of the year. At mid-January 1955 it stood at 110.2 and the average reading for the year 1954 was 107.7.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 90.

## Accident Prevention

1. HOUSE, HOWARD P. *Noise in Industry*. Paper presented at 41st Annual Meeting of International Association of Industrial Accident Boards and Commissions, Chicago, Ill., September 28, 1955. Washington, International Association of Industrial Accident Boards and Commissions, 1955. Pp. 7.

2. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Papers presented by the Panel on Atomic Energy at the 41st Annual Meeting, Chicago, Ill., September 29, 1955*. Washington, 1955. 7 Parts.

3. NEW YORK UNIVERSITY. DIVISION OF GENERAL EDUCATION. CENTER FOR SAFETY EDUCATION. *The Human Element in Industrial Accident Prevention*, by John C. Larson, research associate, with Robert Hagopian and others. New York, 1955. Pp. 114.

"This publication is an attempt to report, analyze, and interpret an extensive accumulation of...research on the relationship of human factors to the causes of industrial accidents."

4. WORLD CONGRESS ON THE PREVENTION OF OCCUPATIONAL ACCIDENTS. 1st, ROME, 1955. *Reports*. Rome, 1955. 9 Parts.

At head of title: Proof sheet. Congress sponsored by International Labour Office and the Italian National Organization for the Prevention of Accidents. Contents.—No. 1. Role and Functioning of Safety Committees. 1a. The Safety Committees, by Y. Verwilt; Safety Councillors, by F. Mercx. 1b. Safety Committees and Safety Counselors, by Edmond Perrin.—No. 2. Prevention of Accidents in Agriculture, by Gotardo C. Pedemonte.—No. 3. Safety of Machinery and Role of Machinery Designers, by D. Kremer.—No. 4. Functional Color for Better Work Production and Safety, by Faber Birren.—No. 5. Human Factors and Safety. 5a. Vocational Selection and Guidance, by Agostino Gemelli. 5b. Education and Training for Industrial Safety, by H. R. Payne.—No. 6. The Prevention of Occupational Accidents and Social Security, by Aime Texier.—No. 7. International Co-operation in the Field of Occupational Safety, by Edward Pelow.

## Accidents

5. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Report of the 1955 Conference and Annual Meeting held in Toronto, 4th and 5th April, 1955*. Toronto, 1955. Pp. 161.

6. NEW ZEALAND. CENSUS AND STATISTICS DEPARTMENT. *Report on the Industrial Accidents Statistics of New Zealand for the Year 1953*. Wellington, Government Printer, 1955. Pp. 55.

7. PORTEUS, T. *The Causes of Everyday Accidents in Factories*, by T. Porteus and H. G. Winbolt. 6th ed. [London] Gt. Brit. Ministry of Labour and National Service, 1954. Pp. 31.



## Building

8. CANADIAN CONSTRUCTION ASSOCIATION. *Proceedings of the 37th Annual General Meeting, Chateau Frontenac, Quebec City, Quebec, January 16, 17, 18, 19, 1955.* Ottawa, 1955. Pp. 104.

9. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Building Standards, excluding Apartment Buildings; Minimum Requirements for Planning, Construction, and Materials for Buildings upon which Loans are made under the National Housing Act, 1954.* May, 1955 ed. Ottawa, 1955. Pp. 116.

## Civil Service

10. CIVIL SERVICE ASSOCIATION OF OTTAWA. *Annual Report, 1954.* Ottawa, 1954. Pp. 21.

11. INTERNATIONAL FEDERATION OF UNIONS OF EMPLOYEES IN PUBLIC AND CIVIL SERVICES. *Report of the Special Conference for Health Service Personnel held at Vienna on 27th and 28th October, 1954.* Vienna, 1954. Pp. 16.

## Collective Agreements—Automobile Workers

12. FORD MOTOR COMPANY. *Agreement between International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) and the Ford Motor Company.* June 8, 1955 (Notice of Ratification given July 1, 1955). Detroit, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, 1955. Pp. 228.

13. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. *An Analysis of the Ford Type Plan for Supplemental Unemployment Compensation.* New York, 1955. Pp. 31.

The Ford-type plan provides layoff pay to supplement state unemployment payments. This pamphlet explains how the plan works and criticizes the present setup of the plan. It points out, among other things, that in certain states a single man might get more money from the plan than a married man with a family.

## Cost and Standard of Living

14. EATON, EDGAR I. *The Effect of Changes in Working Life on Expenditure Patterns.* A Paper given at the Seventh Annual Meeting of the Industrial Relations Research Association, Detroit, December 1954. Washington, U.S. Bureau of Labor Statistics, 1954. Pp. 11.

15. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Cost of Living for Women Workers, New York City, September 1954.* New York, 1955. Pp. 37.

## Discrimination in Employment

16. FAIR PRACTICES CONFERENCE. 4th, St. CATHARINES, ONT., 1955. *Summary of Proceedings, Fourth Annual Fair Practices Conference of the Ontario Federation of Labour.* Toronto, Ontario Federation of Labour, 1955. Pp. 5.

17. MASSACHUSETTS. FAIR EMPLOYMENT PRACTICE COMMISSION. *Scrapbook for Teachers*, by Fair Employment Practice Commission in Co-operation with the Massachusetts Committee, Catholics, Protestants and Jews. 3d ed. Boston, 1950. Pp. 96.

This is an anthology of magazine articles and excerpts from books, and other material on the subject of discrimination because of race or creed.

## Equal Pay for Equal Work

18. U.S. WOMEN'S BUREAU. *Digest of State Equal-Pay Laws, June 1, 1955.* Washington, 1955. Pp. 20.

19. U.S. WOMEN'S BUREAU. *Suggested Language for an Act to abolish Discriminatory Wage Rates based on Sex.* Washington, 1952. Pp. 3.

## Industrial Disputes

20. AUSTRALIA. CHIEF CONCILIATION COMMISSIONER. *Annual Report pursuant to Section 108 of the Conciliation and Arbitration Act 1904-1952, 8th October, 1953 to 7th October, 1954.* Canberra, Government Printing Office, 1955. Pp. 3.

21. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Emergency Disputes and National Policy.* Editorial board: Irving Bernstein, Harold L. Enarson and R. W. Fleming. New York, Harper, c1955. Pp. 271. Appendix A: The operation of the national emergency provisions (of the Labor Management Relations Act, 1947), 1947-1954. p. 261-268.

"The strike is the most dramatic form that labor-management relations take. A nation wide and industry-wide stoppage in a basic industry may... shut off goods or services vital to the health and safety of millions of people. This, in essence, is the national emergency dispute issue." *Of.* Introduction, first paragraph.

## Industrial Health

22. AMERICAN STANDARDS ASSOCIATION. *American Standard Minimum Requirements for Sanitation in Places of Employment.* New York, 1955. Pp. 11.

23. DAVIES, CHARLES NORMAN. *Dust is Dangerous*; with a foreword by Sir George Barnett. London, Faber and Faber, 1954. Pp. 116.

This book "seeks...to explain and classify the dangers of dust, and to set out general principles for assessing and dealing with dust problems".

### Insurance, Unemployment

24. CANADA. BUREAU OF STATISTICS. *Employment under the Unemployment Insurance Act, Year ended March 31, 1952*. Ottawa, Queen's Printer, 1955. Pp. 19.

25. PENNSYLVANIA. BUREAU OF EMPLOYMENT SECURITY. *Unemployment Contributions and Benefits according to Industry, 1953*. Harrisburg, 1955. Pp. 6.

### International Labour Organization

26. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *International Labour Conference. Proposed Action by H.M. Government in the United Kingdom of Great Britain and Northern Ireland on Certain Recommendations adopted at the 36th Session, 1953, and on Certain Conventions Previously adopted by the Conference*. London, H.M.S.O., 1955. Pp. 5.

27. INTERNATIONAL LABOUR ORGANIZATION. *Constitution of the International Labour Organization and Standing Orders of the International Labour Conference*. 1955 ed. ... Geneva, International Labour Office, 1955. Pp. 81.

### Labour Bureaus

28. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1954*. Victoria, Queen's Printer, 1955. Pp. 157.

29. NEWFOUNDLAND. DEPARTMENT OF LABOUR. *Annual Report, 1 October 1953-30 September 1954*. St. John's, 1955? Pp. 33.

### Labour Organization

30. CONFÉDÉRATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-Verbal, 34<sup>e</sup> Session du Congrès de la C.T.C.C., Quebec, Que., 1955*. Quebec. Pp. 328.

31. INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA. LOCAL 987, CALGARY. *Struggles and Progress of Teamsters Local 987, Calgary, Alberta*. Calgary, 1955. Pp. 54.

Traces the active growth of Local 987 from 1941 to its position as third largest local in Southern Alberta in 1955. Each chapter covers one year of the Local's activities since 1941.

32. KENNEDY, VAN DUSEN. *Non-factory Unionism and Labour Relations*. Berkeley, Institute of Industrial Relations, University of California, 1955. Pp. 45.

This is a study of the difference between "factory" and "non-factory" unions. One difference is that the local union of a non-factory union has more autonomy. The local union of a non-factory union has made more members than a factory union local. The non-factory union member is generally more conservative in outlook than his factory union counterpart. The key man in the non-factory union is the business agent; in the factory union, it is the shop steward.

33. KHER, V. B. *Indian Trade Union Law*; with a foreword by The Hon. Shri V. V. Giri. Bombay, N.M. Tripathi Ltd., 1954. Pp. 148.

This book deals with Indian trade union law as governed by the Indian Trade Unions Act of 1926.

### Labour Supply

34. NORTHEASTERN UNIVERSITY, BOSTON. BUREAU OF BUSINESS AND ECONOMIC RESEARCH. *Inter-Industry Labor Mobility; the Case of the Displaced Textile Worker*, by William H. Miernyk, Director, with the assistance of Nadine P. Rodwin and the research staff. Boston, 1955. Pp. 158.

This is a case study of five textile mills in New England which have ceased to function and of one which has laid off many of its employees. The Bureau made a survey to find out what happened to the workers who lost their jobs as a result.

35. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Adjustment to Labor Shortages, Management Practices and Institutional Controls in an Area of Expanding Employment*, by Richard A. Lester. Princeton, 1955. Pp. 89.

"This is the third and final report of a two-year study of industrial relations policies and practices in 80-odd manufacturing firms in the Trenton, New Jersey, work area during a period of employment expansion and labor stringency. Cf. Introduction.

36. U.S. AGRICULTURAL RESEARCH SERVICE. *Unemployment and Partial Employment of Hired Farm Workers in Cotton Areas: Comparison of Selected Areas in Arkansas, Georgia, Louisiana, and New Mexico and Detailed Analysis of Cordele, Georgia, Area*. Prepared by U.S. Agricultural Research Service and U.S. Bureau of Employment Security. Washington, G.P.O., 1955. Pp. 40.



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37. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Bespoke Tailoring*. Rev. ed. London, H.M.S.O., 1955. Pp. 24.

38. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *H.M. Forces, the Women's Services*. London, H.M.S.O., 1955. Pp. 40.

39. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Veterinary Science*. Rev. ed. London, H.M.S.O., 1955. Pp. 15.

## Older Workers

40. NATIONAL ASSOCIATION FOR MENTAL HEALTH, NEW YORK. *Notes for after Fifty*, written by Edith M. Stern. New York, 1955. 6 Pamphlets.

Contents.—1. Planning for Your Later Years.—2. Improving and Keeping Your Health.—3. Slowing Down and Enjoying Life.—4. Making the Most of Your Abilities.—5. Preparing to live on Less.—6. You, Your Home, Your Family and Friends.

"41. NEW YORK (STATE) LEGISLATURE. JOINT COMMITTEE ON PROBLEMS OF THE AGING. *Making the Years count*. Albany, 1955. Pp. 162.

## Prices

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Conference Board Economic Forum presents: The "Fair Trade" Question*. New York, c1955. Pp. 112.

This is a panel discussion on the pros and cons of resale price maintenance. Resale price maintenance is defined as "a system of price control by which the owner of an article identified by brand name or trademark sets a minimum price below which the article may not subsequently be resold".

43. U.S. BUREAU OF LABOR STATISTICS. *Average Retail Prices: Collection and Calculation Techniques and Problems. Presenting Average Retail Prices for Selected Commodities and Services (other than Food, Fuel, and Rent) included in the Consumer Price Index, 1953 and 1954*. Washington, G.P.O., 1955. Pp. 105.

## Social Security

44. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH DIVISION. *Government Expenditures and Related Data on Health and Social Welfare, 1947 to 1953*. 2nd ed. Ottawa, 1955. Pp. 84.

45. CONFEDERATION OF SWEDISH TRADE UNIONS. *Social Benefits in Sweden*. Stockholm, Published by the Confederation of Swedish Trade Unions, The Swedish Central

Organization of Salaried Employees and Forenade-Framtiden Life Insurance Company, 1954. Pp. 50.

This booklet gives a summary of some of the social benefits available in Sweden. It tells what conditions must be met in order to enjoy the benefits. It also indicates to what authorities and organizations the Swedish citizen must apply.

46. WILLARD, JOSEPH WILLIAM. *Some Aspects of Family Allowances and Income Redistribution in Canada*. (n.p.) Public Policy, 1954. Pp. 190-232.

## Social Surveys

47. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *The Detroit Area Study*. Ann Arbor, 1955. Pp. 16.

The purpose of the Detroit area study is "to train graduate students of the University of Michigan in social science research methods by involving them in basic community research conducted so as to meet professional standards." Publications based on data collected through Detroit area study facilities: p. 8-16.

48. UNITED NATIONS. STATISTICAL OFFICE. *Sample Surveys of Current Interest*. Sixth Report. New York, 1955. Pp. 62.

Describes 85 sample surveys carried out in 31 countries and territories. Lists, in addition, 50 surveys by title.

## Wages and Hours

49. HAWTREY, RALPH GEORGE. *Cross Purposes in Wage Policy*. London, Longmans, Green, 1955. Pp. 148.

Factors which determine wage policy are discussed. The author concludes by saying: "so long as wages, rates of exchange, employment, credit management and the budget are approached as separate issues, wage policy will continue to be at cross purposes."

50. INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS. *Fire Department. Salaries: Salaries in Effect in Fire Departments of the United States and Canada, April, 1954*. Washington, c1954. Pp. 13.

51. KAISER, BOYNTON S. *Executive Compensation, U.S. State Governments*, by Boynton S. Kaiser and Dorothy E. Everett. Berkeley, University of California, 1955. Pp. 22.

A list of salaries paid to American state officials: governors, attorneys general, highest court chief justices, highest court justices and state university presidents. Tables are included listing state salaries in engineering, education personnel, and purchasing.

52. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in Selected Occupations in All-Year Hotels, New York State, April 1953*. New York, 1953. Pp. 8.

53. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours of Bellboys and Baggage Porters in All-Year Hotels, April 1953*. New York, 1953. Pp. 5.

54. U.S. SMALL BUSINESS ADMINISTRATION. *Wage Incentives in Small Business*, by Fergus G. Chandler. Washington, 1954. Pp. 4.

## Women

55. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1954*. Ottawa, 1955. Pp. 188.

56. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Characteristics of the Female Labor Force*. New York, 1953. Pp. 19.

57. UNITED NATIONS. DEPARTMENT OF PUBLIC INFORMATION. *Advances in the Recognition, Exercise and Observation of Women's Rights*, New York, 1955. Pp. 14.

58. U.S. WOMEN'S BUREAU. *Women of the 84th Congress*. Washington, 1955. Pp. 19.

Biographies of 16 women in the U.S. House of Representatives and the one woman in the Senate.

## Miscellaneous

59. CANADIAN CHAMBER OF COMMERCE. *Know your Government*. Montreal, 1955? Pp. 31.

This booklet "tells something about Canada's governmental machinery and suggests how the Canadian citizen can help it to work more efficiently".

60. JENSEN, VERNON H. *Collective Bargaining in the Non-ferrous Metals Industry*. Berkeley, Institute of Industrial Relations, University of California, c1955. Pp. 69.

The author points out that internal union conflict in the International Union of Mine, Mill and Smelter Workers and interunion squabbles in the non-ferrous metals industry are factors which tend to make collective bargaining awkward and unpredictable.

61. KINGSTON, ONT. QUEEN'S UNIVERSITY. INSTITUTE OF LOCAL GOVERNMENT. *Single-Enterprise Communities in Canada*; a Report to Central Mortgage and Housing Corporation. Ottawa, Central Mortgage and Housing Corporation, 1953. Pp. 312.

A "single enterprise community" is one which has come into existence "by reason of the decision or action of a single enterprise be it an industry, a government agency, a defence establishment or a transportation system." A survey of conditions in single-enterprise communities in Canada.

62. KLINEBERG, OTTO. *Race and Psychology*. Paris, UNESCO 1951. Pp. 40.

The author, who is Professor of Psychology at Columbia University, refutes the idea that some races are intellectually superior to others. He concludes: "The scientist knows of no relation between race and psychology."

63. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Researching Foreign Markets* by Enid Baird Lovell, New York, 1955. Pp. 72.

"It is hoped that this report will help many American companies measure and analyze foreign markets, and approach them more intelligently and effectively."

64. NEW YORK (STATE) LEGISLATURE. JOINT COMMITTEE ON MIGRANT LABOR. *Report, 1955*. Albany, Williams Press, 1955. Pp. 25.

65. RIPLEY, JOSEPHINE. *Peoples on the Move*. Geneva, Office of Public Information, Intergovernmental Committee for European Migration, 1955. Pp. 46.

This material, prepared originally for the Christian Science Monitor, tells of the Intergovernmental Committee for European Migration. The Committee, representing 26 nations, helps find new homes for emigrant Europeans.

66. TURABIAN, KATE L. *A Manual for Writers of Dissertations*. Chicago, University of Chicago Press, 1937. Pp. 61.

"This manual condenses the uniform standards in matters of style for dissertations to be submitted to the University of Chicago."

67. UNITED NATIONS. BUREAU OF SOCIAL AFFAIRS. *The Prevention of Juvenile Delinquency in Selected European Countries*. New York, United Nations, Department of Economic and Social Affairs, 1955. Pp. 156.

68. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Automation and Technological Change*. Hearings before the Sub-committee on Economic Stabilization of the Joint Committee on the Economic Report, Congress of the United States, Eighty-Fourth Congress, First Session pursuant to Sec. 5 (a) of Public Law 304, 79th Congress. Washington, G.P.O., 1955. Pp. 644. Hon. Wright Patman, Chairman of



Subcommittee on Economic Stabilization.  
Hearings held October 14-28, 1955.

In these hearings the Sub-committee has used the term "automation" to include various new automatic and electronic processes, and also rapid technological advances. They invited representatives from industry and labor to describe what automation has done in certain industries. They wanted to learn of the effect of automation on the economic and labor situation.

69. U.S. WOMEN'S BUREAU. *New Teachers for the Nation's Children, an idea for Community Action*. Washington, G.P.O., 1955. Pp. 10.

The story of the idea proposed by the Committee on New Teachers for the Nation's classrooms "to offer accelerated

teacher training of high quality to mature college graduates, mainly women, in communities where the teacher shortage is acute".

70. WISCONSIN. INDUSTRIAL COMMISSION. *Wisconsin Child Labor Statistics, 1953*. Madison, 1954. Pp. 12.

71. U.S. NATIONAL MEDIATION BOARD. *Determination of Craft or Class of the National Mediation Board*. Volume 2, July 1, 1948-June 30, 1953. Washington, G.P.O., 1955. Pp. 244.

72. WISCONSIN UNIVERSITY PRESS. *Indexing Your Book; a Practical Guide for Authors*, by Sina Spiker. Madison, 1954. Pp. 28.

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## One More Year in ILO, NAM Committee Decides

The Industrial Relations Committee of the National Association of Manufacturers has voted for employer participation in the International Labour Organization for one more year.

What happens after that may depend largely on whether President Eisenhower appoints a commission to study United States participation in the ILO and what the commission reports.

The NAM committee, like a similar committee of the Chamber of Commerce of the United States, decided recently to recommend that the President appoint such a study commission. The recommendations

go to the boards of directors of the two organizations.

The ILO issue was raised recently when William L. McGrath, the United States employer delegate in 1954 and 1955, wrote to President Eisenhower urging that this country withdraw "forthwith" from any participation in the organization.

Mr. McGrath objected to the three-way participation of Iron Curtain countries, contending that the employer and worker delegates were simply Communist agents.

The NAM committee, of which Mr. McGrath is a member, supported him on all but the "forthwith" point in his demand.

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## Decision of the Umpire

(Continued from page 201)

as a gesture of protest and coercion to induce the rehiring of the employees who had been dismissed.

The claimant's solicitor, Mr. Georges Lachance, *has inter alia* contended that there was no labour dispute at *Le Devoir* on April 21, as the 25 typographers of this newspaper who were dismissed have been granted unemployment insurance benefit.

A stoppage of work must not be confused with a labour dispute.

If these employees were granted benefit, it is because, in the opinion of the insurance officer, the original dispute, notwithstanding their dismissal, had not created a stoppage of work at *Le Devoir* and, therefore, it could not be said that they had lost their employment "by reason of a stoppage

of work due to a labour dispute" within the meaning of Section 41(1) of the Act. Indeed, the evidence indicates that these typographers were replaced even before dismissal.

The situation was altogether different in the commercial department, because the withdrawal from work of the claimant and his co-workers, in addition to creating a new dispute, completely paralyzed the operations of this department.

For all these reasons, I consider that the claimant and the nine other claimants interested in this case lost their employment by reason of a stoppage of work due to a labour dispute within the meaning of the Act and the appeal is allowed.

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 19, 1955**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,581	113	421	1,592	2,036	960	459
Agricultural.....	735	*	45	150	217	295	26
Non-Agricultural.....	4,846	111	376	1,442	1,819	665	433
Males.....	4,286	93	328	1,238	1,508	768	351
Agricultural.....	705	*	43	148	203	285	24
Non-Agricultural.....	3,581	91	285	1,090	1,305	483	327
Females.....	1,295	20	93	354	528	192	108
Agricultural.....	30	*	*	*	14	10	*
Non-Agricultural.....	1,265	20	91	352	514	182	106
All Ages.....	5,581	113	421	1,592	2,036	960	459
14—19 years.....	521	14	41	188	166	83	29
20—24 years.....	717	19	55	235	239	122	47
25—44 years.....	2,612	52	190	734	961	450	225
45—64 years.....	1,518	26	116	385	585	266	140
65 years and over.....	213	*	19	50	85	39	18
<i>Persons with Jobs</i>							
All status groups.....	5,419	110	402	1,532	1,993	935	447
Males.....	4,149	90	311	1,188	1,471	747	342
Females.....	1,270	20	91	344	522	188	105
Agricultural.....	728	*	44	149	215	292	26
Non-Agricultural.....	4,691	108	358	1,383	1,778	643	421
Paid Workers.....	4,251	86	314	1,257	1,645	571	378
Males.....	3,086	68	234	933	1,164	405	282
Females.....	1,165	18	80	324	481	166	96
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	162	*	19	60	43	25	12
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,021	142	450	1,405	1,629	938	457
Males.....	992	39	98	239	305	205	106
Females.....	4,029	103	352	1,166	1,324	733	351

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

	Week Ended Nov. 19, 1955		Week Ended Oct. 22, 1955		Week Ended Nov. 20, 1954	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	177	166	154	143	233	224
Without Jobs.....	162	153	142	132	215	206
Under 1 month.....	66	—	61	—	75	—
1—3 months.....	65	—	50	—	83	—
4—6 months.....	13	—	14	—	29	—
7—12 months.....	11	—	10	—	18	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	15	13	12	11	18	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	10	*	10	*	13	13

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1954—October.....	84	323	83	269	249	36	1,044
November.....	81	321	77	269	253	36	1,037
December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	279	265	38	1,091
July.....	80	346	86	283	260	38	1,093
August.....	81	353	92	282	261	39	1,108
September.....	81	355	93*	285	273	39	1,126*
October.....	82	358	99	289	271	40	1,139

\* Revised.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,674,487.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (D.B.S.)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.91
1952—Jan. 1	109.4	128.0	117.4	50.42	104.4	123.2	117.9	51.82
Feb. 1	107.4	132.7	123.8	53.19	105.3	132.6	125.9	55.35
Mar. 1	107.6	134.7	125.6	53.95	106.5	135.0	126.7	55.72
Apr. 1	107.5	135.5	126.4	54.32	107.0	137.7	128.6	56.55
May 1	107.2	135.2	126.5	54.34	107.3	138.1	128.6	56.55
June 1	110.3	138.4	125.9	54.08	108.5	138.6	127.6	56.09
July 1	112.1	140.4	125.6	53.96	108.8	138.6	127.2	55.95
Aug. 1	114.1	142.7	125.4	53.89	110.3	139.9	126.7	55.70
Sept. 1	115.2	145.8	127.0	54.55	112.8	144.7	128.2	56.35
Oct. 1	116.4	148.9	128.3	55.12	114.2	148.3	129.8	57.09
Nov. 1	116.2	150.1	129.5	55.65	113.6	149.1	131.1	57.65
Dec. 1	116.1	151.3	130.6	56.12	113.5	151.0	133.0	58.46
1953—Jan. 1	113.0	141.6	125.3	53.81	111.4	139.1	124.9	51.92
Feb. 1	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1	111.9	151.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.09
Nov. 1	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.90
Aug. 1	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1	109.1	149.3	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1	105.8	148.8	140.0	60.15	103.6	145.2	142.2	62.53
Mar. 1	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1	115.3	164.1	149.3	61.13	111.6	161.5	143.9	63.28
Aug. 1	116.1	166.0	149.3	61.11	114.0	164.9	143.8	63.24
Sept. 1	118.3	169.0	142.2	61.49	113.4	166.2	145.6	64.04
Oct. 1	118.5	170.4	143.1	62.07	112.8	166.6	146.8	64.56
Nov. 1	118.2	171.6	144.5					

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

Source: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954
(a) Provinces						
Newfoundland.....	147.0	147.5	141.1	55.43	54.46	53.85
Prince Edward Island.....	129.9	124.2	121.5	44.56	44.60	44.08
Nova Scotia.....	101.5	103.2	101.2	50.56	50.08	49.09
New Brunswick.....	109.1	110.7	98.9	52.00	51.50	50.85
Quebec.....	119.3	118.8	113.5	59.53	59.27	57.21
Ontario.....	117.0	117.1	110.8	64.66	64.20	62.22
Manitoba.....	109.2	109.7	107.9	59.16	58.60	57.50
Saskatchewan.....	123.9	123.9	123.9	58.78	58.62	57.71
Alberta (including Northwest Territories).....	139.5	142.7	133.6	64.67	62.27	62.21
British Columbia (including Yukon).....	118.7	120.4	110.3	67.58	66.35	65.05
Canada.....	118.2	118.5	112.5	62.07	61.49	59.78
(b) Metropolitan Areas						
St. John's.....	128.4	129.5	119.8	45.86	45.27	44.71
Sydney.....	88.6	89.9	93.3	63.01	61.84	59.97
Halifax.....	113.7	115.4	113.4	49.29	48.75	47.47
Saint John.....	97.8	98.3	97.2	48.00	47.48	46.92
Quebec.....	112.4	112.9	114.0	52.16	52.48	49.25
Sherbrooke.....	106.4	105.6	104.0	52.44	52.52	50.25
Three Rivers.....	110.2	110.4	106.1	58.96	58.82	54.94
Drummondville.....	78.0	77.2	72.6	54.46	53.64	53.03
Montreal.....	117.6	117.3	110.7	60.95	60.47	58.15
Ottawa—Hull.....	117.1	117.8	112.8	57.45	57.15	55.00
Peterborough.....	96.4	99.0	94.4	65.87	64.69	62.57
Oshawa.....	79.4	85.2	130.9	67.53	64.35	69.63
Niagara Falls.....	129.9	143.5	129.5	67.33	63.99	65.81
St. Catharines.....	104.7	106.3	113.1	72.56	72.38	69.36
Toronto.....	124.8	124.2	120.7	65.44	65.48	63.26
Hamilton.....	110.8	111.7	103.8	67.44	66.73	63.98
Brantford.....	87.4	87.4	82.1	60.13	60.37	59.39
Galt.....	103.8	101.5	96.4	57.08	56.66	55.14
Kitchener.....	110.6	109.7	103.9	60.48	60.86	57.56
Sudbury.....	133.2	132.9	133.1	76.93	77.26	73.29
London.....	113.6	114.0	111.3	59.18	58.86	57.68
Sarnia.....	131.1	126.8	114.5	75.10	75.51	74.16
Windsor.....	109.3	105.6	74.6	70.23	73.10	69.50
Sault Ste. Marie.....	121.0	120.3	94.8	71.70	72.72	67.15
Pt. William—Pt. Arthur.....	112.5	112.9	108.5	64.27	62.90	61.04
Winnipeg.....	108.3	107.6	106.1	56.55	56.23	54.78
Regina.....	118.8	118.7	121.3	56.62	56.07	54.54
Saskatoon.....	124.8	124.6	123.1	55.82	54.11	54.67
Edmonton.....	165.1	165.5	155.2	61.11	59.75	59.69
Calgary.....	147.4	147.0	137.8	60.93	59.70	59.83
Vancouver.....	111.0	111.9	105.0	64.98	64.87	62.02
Victoria.....	119.4	121.0	113.0	60.49	60.84	59.20

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954
<b>Mining.....</b>	<b>116.5</b>	<b>116.5</b>	<b>112.9</b>	<b>75.74</b>	<b>73.99</b>	<b>72.56</b>
Metal mining.....	119.8	119.4	115.3	78.34	76.87	75.92
Gold.....	79.8	80.6	82.6	69.65	68.44	68.87
Other metal.....	157.1	155.5	145.8	82.46	80.95	79.65
Fuels.....	103.5	103.4	102.5	74.50	71.56	69.44
Coal.....	68.3	68.0	75.6	64.13	61.21	60.66
Oil and natural gas.....	218.8	220.0	191.8	85.15	82.07	80.90
Non-metal.....	141.9	144.4	133.8	68.54	68.53	66.90
<b>Manufacturing.....</b>	<b>112.8</b>	<b>113.4</b>	<b>106.3</b>	<b>64.56</b>	<b>64.04</b>	<b>61.89</b>
Food and beverages.....	113.9	119.3	113.2	55.93	54.41	53.79
Meat products.....	122.4	121.1	117.2	66.74	65.66	64.73
Canned and preserved fruits and vegetables.....	132.8	178.7	138.5	42.15	41.73	39.70
Grain mill products.....	105.8	107.3	108.6	62.92	62.62	59.49
Bread and other bakery products.....	108.9	109.0	104.4	53.98	53.88	52.41
Biscuits and crackers.....	97.4	99.7	99.0	47.89	49.20	46.16
Distilled and malt liquors.....	113.7	109.2	110.5	70.67	71.11	68.02
Tobacco and tobacco products.....	81.4	78.7	77.4	61.63	64.30	61.11
Rubber products.....	115.8	115.3	104.6	66.99	66.06	62.63
Leather products.....	88.4	88.6	84.1	44.62	44.91	41.38
Boots and shoes (except rubber).....	90.0	91.0	85.8	42.03	42.80	38.57
Textile products (except clothing).....	87.9	87.4	81.7	52.93	52.91	51.41
Cotton yarn and broad woven goods.....	88.5	88.3	81.2	50.54	51.26	48.79
Woolen goods.....	75.0	74.3	70.1	50.80	50.72	49.29
Synthetic textiles and silk.....	88.7	87.3	82.7	58.68	57.96	57.38
Clothing (textile and fur).....	95.0	95.0	92.2	42.50	42.09	41.74
Men's clothing.....	98.6	99.5	95.2	41.73	40.88	40.48
Women's clothing.....	95.0	96.0	91.9	41.31	41.92	41.03
Knit goods.....	84.7	84.2	79.9	41.02	43.86	41.09
Wood products.....	111.5	113.7	103.3	58.01	57.33	56.04
Saw and planing mills.....	115.1	119.4	105.4	59.67	58.73	58.23
Furniture.....	110.2	108.6	105.6	56.58	56.02	53.50
Other wood products.....	97.4	97.1	89.8	52.10	52.24	49.78
Paper products.....	121.6	123.5	116.0	76.63	75.61	73.32
Pulp and paper mills.....	123.8	126.4	119.4	82.24	80.88	78.71
Other paper products.....	116.3	116.4	107.8	62.05	61.63	58.73
Printing, publishing and allied industries.....	112.8	112.5	111.5	69.03	68.67	66.26
Iron and steel products.....	107.6	105.7	91.5	72.85	72.68	68.45
Agricultural implements.....	59.0	61.7	45.6	69.60	68.21	68.31
Fabricated and structural steel.....	132.4	130.8	115.5	71.49	75.59	76.17
Hardware and tools.....	106.9	105.5	99.0	68.60	67.21	65.14
Heating and cooking appliances.....	104.8	104.3	99.7	61.39	65.69	62.63
Iron Castings.....	103.4	101.5	81.5	71.31	71.09	67.51
Machinery mfg.....	112.8	111.3	103.8	71.03	70.54	66.74
Primary iron and steel.....	114.9	114.9	91.7	79.73	79.51	72.60
Sheet metal products.....	112.7	114.3	105.9	69.28	70.18	66.41
Transportation equipment.....	124.7	122.6	118.6	71.63	72.29	70.51
Aircraft and parts.....	321.6	317.3	311.1	77.85	77.01	74.10
Motor vehicles.....	107.6	104.4	68.4	76.18	81.61	80.62
Motor vehicle parts and accessories.....	92.7	91.9	99.3	70.81	71.27	71.21
Railroad and rolling stock equipment.....	85.3	84.2	83.1	63.89	63.93	61.62
Shipbuilding and repairing.....	139.7	137.6	150.9	67.39	65.91	61.81
Non-ferrous metal products.....	120.2	129.6	119.7	71.23	73.72	70.71
Aluminum products.....	129.5	132.0	122.1	69.61	68.44	67.02
Brass and copper products.....	110.1	109.2	101.1	71.69	70.49	68.14
Smelting and refining.....	153.6	154.6	110.0	79.73	79.60	76.03
Electrical apparatus and supplies.....	143.8	145.2	133.4	69.57	68.80	66.75
Non-metallic mineral products.....	133.4	131.9	117.5	67.69	67.10	65.65
Clay products.....	114.8	115.7	106.6	61.66	63.47	61.85
Glass and glass products.....	128.8	126.9	115.1	65.73	64.11	63.34
Products of petroleum and coal.....	128.7	129.6	121.2	91.70	90.19	86.94
Chemical products.....	124.0	124.0	121.0	71.36	70.62	68.02
Medicinal and pharmaceutical preparations.....	112.2	112.2	108.5	65.75	65.38	62.40
Acids, alkalis and salts.....	126.8	128.7	117.3	80.23	78.03	76.05
Miscellaneous manufacturing industries.....	108.9	106.3	107.4	55.28	55.03	53.99
<b>Construction.....</b>	<b>134.8</b>	<b>138.2</b>	<b>121.0</b>	<b>63.96</b>	<b>63.19</b>	<b>61.61</b>
Building and structures.....	136.6	138.9	125.0	69.49	68.51	66.54
Building.....	140.1	141.5	122.2	68.76	68.04	64.78
Engineering work.....	121.6	127.7	137.4	73.04	70.67	73.48
Highways, bridges and streets.....	132.0	137.1	122.3	54.77	54.54	53.63
<b>Service.....</b>	<b>117.8</b>	<b>119.6</b>	<b>112.0</b>	<b>41.51</b>	<b>40.91</b>	<b>39.73</b>
Hotels and restaurants.....	112.0	116.0	108.0	35.48	35.24	34.56
Laundries and dry cleaning plants.....	106.7	106.6	102.6	38.92	38.24	37.50
<b>Industrial composite.....</b>	<b>118.2</b>	<b>118.5</b>	<b>112.5</b>	<b>62.07</b>	<b>61.49</b>	<b>59.78</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1955	Oct. 1, 1955	Nov. 1, 1954	Nov. 1, 1955	Oct. 1, 1955	Nov. 1, 1954
Newfoundland.....	40.9	40.3	41.8	137.0	134.7	139.2
Nova Scotia.....	41.0	40.7	40.8	127.9	127.6	121.1
New Brunswick.....	42.2	42.2	42.3	129.7	129.3	125.1
Quebec.....	43.2	42.9	42.3	131.3	130.8	126.6
Ontario.....	41.3	41.5	41.0	152.4	151.7	147.5
Manitoba.....	40.9	40.4	41.1	138.3	138.4	134.6
Saskatchewan.....	40.9	39.5	40.8	153.6	153.0	147.2
Alberta (1).....	41.0	39.0	41.3	151.7	150.7	147.4
British Columbia (2).....	38.4	38.3	38.8	175.6	174.7	169.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (D.B.S.)

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955(1).....	41.5	144.8	60.09	144.1	116.9	123.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\*Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY\***

(Hourly-Rated Wage Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954	Nov. 1 1955	Oct. 1 1955	Nov. 1 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	44.4	43.6	43.8	163.5	161.9	158.4	72.59	70.59	69.38
Metal mining.....	45.0	44.4	45.0	168.4	166.6	162.8	75.78	73.97	73.26
Gold.....	46.7	46.0	46.9	140.4	139.7	138.3	65.57	64.26	64.86
Other metal.....	44.1	43.7	43.9	183.1	181.1	177.1	80.75	79.14	77.75
Fuels.....	43.2	41.2	41.1	157.9	156.3	154.2	68.21	64.40	63.38
Coal.....	42.1	40.3	40.1	150.4	148.5	148.4	63.32	59.85	59.51
Oil and natural gas.....	45.8	43.3	44.2	174.7	173.4	169.9	80.01	75.08	75.10
Non-metal.....	44.5	44.5	44.5	152.9	152.0	147.9	68.04	67.64	65.82
Manufacturing.....	41.6	41.5	41.3	145.3	144.8	140.5	60.44	60.09	58.03
Food and beverages.....	41.1	40.6	41.2	124.3	121.5	119.4	51.09	49.33	49.19
Meat products.....	41.0	40.2	40.9	155.1	154.0	149.8	63.59	61.91	61.27
Canned and preserved fruits and vegetables.....	38.1	39.9	38.1	97.8	95.1	93.3	37.26	37.94	35.55
Grain mill products.....	42.4	42.7	42.2	141.1	140.1	136.2	59.83	59.82	57.48
Bread and other bakery products.....	43.7	43.8	43.1	111.9	110.4	107.9	48.90	48.36	46.50
Distilled and malt liquors.....	40.5	39.7	40.7	160.7	163.1	153.0	65.08	64.75	62.27
Tobacco and tobacco products.....	40.5	41.8	40.5	143.2	146.5	141.2	58.00	61.24	57.19
Rubber products.....	42.6	42.0	41.1	150.8	150.3	144.7	64.24	63.13	59.47
Leather products.....	40.3	41.1	37.5	103.2	102.1	100.8	41.59	41.96	37.80
Boots and shoes (except rubber).....	39.1	40.6	35.6	99.4	98.1	97.4	38.87	39.83	34.67
Textile products (except clothing).....	43.2	43.3	42.8	112.1	112.1	110.6	48.43	48.54	47.34
Cotton yarn and board woven goods.....	41.8	42.4	41.0	112.2	113.0	112.0	46.90	47.91	45.92
Woolen goods.....	43.7	43.8	43.5	106.0	105.7	104.2	46.32	46.30	45.33
Synthetic textiles and silk.....	45.3	45.1	45.5	117.6	116.6	115.4	53.27	52.59	52.51
Clothing (textile and fur).....	39.4	38.8	38.3	97.6	97.7	98.3	38.45	37.91	37.65
Men's clothing.....	39.0	38.3	37.3	97.4	96.9	97.7	37.99	37.11	36.44
Women's clothing.....	36.3	36.2	36.1	101.1	103.0	101.6	36.70	37.29	36.68
Knit goods.....	42.1	41.6	41.2	96.7	96.5	95.0	40.71	40.14	40.38
*Wood products.....	42.7	42.6	42.5	130.9	129.9	127.3	55.89	55.34	54.10
Saw and planing mills.....	41.8	41.7	41.8	139.1	137.4	135.7	58.14	57.30	56.72
Furniture.....	44.7	44.6	43.9	118.8	118.5	115.3	53.10	52.85	50.62
Other wood products.....	43.5	43.8	43.1	113.3	113.0	108.6	49.29	49.49	46.81
Paper products.....	43.0	42.5	42.7	168.7	168.3	162.5	72.54	71.53	69.39
Pulp and paper mills.....	43.0	42.4	43.0	181.2	180.7	173.5	77.92	76.62	74.61
Other paper products.....	43.1	42.8	42.0	132.5	132.0	128.5	57.11	56.50	53.97
Printing, publishing and allied industries.....	40.5	40.4	40.4	175.0	173.9	166.5	70.88	70.26	67.27
*Iron and steel products.....	42.3	42.4	41.3	166.2	166.0	158.0	70.30	70.38	65.25
Agricultural implements.....	39.7	38.6	39.7	168.3	166.8	158.2	66.82	64.38	62.81
Fabricated and structural steel.....	40.6	41.7	42.1	167.1	167.3	167.9	67.84	69.76	70.69
Hardware and tools.....	43.1	42.5	42.2	149.3	149.9	146.3	64.35	63.71	61.74
Heating and cooking appliances.....	43.8	43.0	42.5	142.6	142.7	142.8	62.46	61.36	60.69
Iron castings.....	44.5	44.5	42.3	164.6	163.6	154.5	73.25	72.80	65.35
Machinery manufacturing.....	42.9	42.8	41.6	160.1	158.8	152.5	68.68	67.97	63.36
Primary iron and steel.....	41.3	41.5	39.9	186.5	186.2	173.3	77.02	77.27	69.15
Sheet metal products.....	41.9	42.6	40.9	157.0	157.8	153.8	65.78	67.22	62.90
*Transportation equipment.....	39.8	40.8	41.1	166.9	167.4	162.5	66.43	68.30	66.79
Aircraft and parts.....	42.0	41.7	41.2	173.9	174.1	170.0	73.04	72.60	70.04
Motor vehicles.....	37.6	41.7	41.7	180.1	183.6	174.0	67.72	76.56	72.56
Motor vehicle parts and accessories.....	40.9	41.0	40.8	161.5	162.6	166.4	66.05	66.67	67.89
Railroad and rolling stock equipment.....	37.9	39.2	40.0	160.4	159.8	159.4	60.79	62.64	63.76
Shipbuilding and repairing.....	41.4	40.4	42.4	161.5	159.4	151.4	66.86	64.40	64.19
*Non-ferrous metal products.....	41.8	41.4	41.6	168.4	168.7	161.1	70.39	69.84	67.02
Aluminum products.....	42.4	41.7	41.4	146.5	146.6	146.4	62.12	61.13	60.61
Brass and copper products.....	43.1	42.5	42.4	157.2	157.0	151.3	67.75	66.73	64.15
Smelting and refining.....	41.2	41.0	41.4	183.0	183.5	173.7	75.40	75.24	71.91
*Electrical apparatus and supplies.....	42.1	41.4	40.8	150.0	150.5	148.7	63.15	62.31	60.67
Heavy electrical machinery and equipment.....	41.6	41.1	40.4	164.2	164.6	165.9	68.81	67.65	67.02
*Non-metallic mineral products.....	43.8	43.9	44.4	147.6	146.2	143.0	64.65	64.18	63.49
Clay products.....	45.0	44.8	44.6	137.5	136.6	132.9	61.88	61.20	59.27
Glass and glass products.....	43.1	42.4	43.3	147.9	144.8	142.5	63.74	61.40	61.70
Products of petroleum and coal.....	42.3	41.0	41.7	200.4	199.4	192.3	84.77	81.75	80.19
Chemical products.....	41.6	41.3	41.7	153.9	153.0	146.6	64.02	63.19	61.13
Medicinal and pharmaceutical preparations.....	42.1	41.7	41.5	126.2	125.4	121.0	53.13	52.29	50.22
Acids, alkalis and salts.....	42.3	41.6	42.3	176.2	174.6	167.7	74.53	72.63	70.94
Miscellaneous manufacturing industries.....	42.4	41.7	41.9	117.6	117.9	116.1	49.86	49.16	48.23
*Durable goods.....	41.8	41.9	41.6	156.9	156.7	151.6	65.58	65.66	63.07
Non-durable goods.....	41.5	41.2	41.0	133.4	132.5	129.6	55.36	54.59	53.14
Construction.....	41.5	41.4	41.6	152.1	150.5	145.7	63.12	62.31	60.61
Buildings and structures.....	41.0	40.9	41.6	164.9	162.9	157.1	67.61	66.63	65.35
Highways, bridges and streets.....	42.4	42.5	41.7	125.3	125.3	122.4	53.13	53.25	51.04
Electric and motor transportation.....	44.7	45.1	45.0	145.9	146.7	141.3	65.22	66.16	63.59
Service.....	40.4	40.5	40.7	87.0	86.1	84.9	35.15	34.87	34.55
Hotels and restaurants.....	40.5	40.8	41.0	87.0	85.8	85.1	35.24	35.01	34.89
Laundries and dry cleaning plants.....	41.2	40.7	40.9	82.7	82.5	80.5	34.07	33.58	32.92

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
January 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955 <sup>(1)</sup> .....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956 <sup>(1)</sup> .....	17,952	12,127	30,079	310,652	84,475	395,127

\*Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1955 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				October 31, 1955	November 30, 1954
<b>Agriculture, Fishing, Trapping</b> .....	<b>391</b>	<b>95</b>	<b>486</b>	—	<b>423</b> +
<b>Forestry</b> .....	<b>8,552</b>	<b>10</b>	<b>8,562</b>	—	<b>611</b> +
<b>Mining, Quarrying and Oil Wells</b> .....	<b>467</b>	<b>68</b>	<b>535</b>	—	<b>74</b> +
Metal Mining.....	187	13	200	—	62 +
Fuels.....	211	21	232	—	1 +
Non-Metal Mining.....	21	5	26	—	8 +
Quarrying, Clay and Sand Pits.....	3	.....	3	—	6 +
Prospecting.....	45	29	74	+	3 +
<b>Manufacturing</b> .....	<b>4,063</b>	<b>2,352</b>	<b>6,415</b>	—	<b>927</b> +
Foods and Beverages.....	234	129	363	—	185 +
Tobacco and Tobacco Products.....	157	180	337	+	324 +
Rubber products.....	48	22	70	+	1 +
Leather Products.....	67	136	203	—	74 +
Textile Products (except clothing).....	83	127	210	—	88 +
Clothing (textile and fur).....	171	999	1,170	—	353 +
Wood Products.....	319	50	369	—	147 +
Paper Products.....	112	51	163	—	26 +
Printing, Publishing and Allied Industries.....	170	122	292	+	11 +
Iron and Steel Products.....	628	122	750	—	186 +
Transportation Equipment.....	1,101	94	1,195	+	224 +
Non-Ferrous Metal Products.....	179	59	238	—	78 +
Electrical Apparatus and Supplies.....	452	90	542	—	137 +
Non-Metallic Mineral Products.....	71	29	100	—	44 +
Products of Petroleum and Coal.....	32	5	37	—	25 +
Chemical Products.....	153	43	196	—	39 +
Miscellaneous Manufacturing Industries.....	86	94	180	—	105 +
<b>Construction</b> .....	<b>1,872</b>	<b>64</b>	<b>1,936</b>	—	<b>1,432</b> +
General Contractors.....	1,299	41	1,340	—	1,002 +
Special Trade Contractors.....	573	23	596	—	430 +
<b>Transportation, Storage and Communication</b> .....	<b>670</b>	<b>266</b>	<b>936</b>	—	<b>279</b> +
Transportation.....	568	110	678	—	190 +
Storage.....	24	10	34	—	6 +
Communication.....	78	146	224	—	83 +
<b>Public Utility Operation</b> .....	<b>70</b>	<b>66</b>	<b>136</b>	+	<b>27</b> +
<b>Trade</b> .....	<b>2,166</b>	<b>3,048</b>	<b>5,214</b>	—	<b>197</b> +
Wholesale.....	701	470	1,171	—	208 +
Retail.....	1,465	2,578	4,043	+	11 +
<b>Finance, Insurance and Real Estate</b> .....	<b>613</b>	<b>718</b>	<b>1,349</b>	+	<b>89</b> +
<b>Service</b> .....	<b>8,409</b>	<b>8,415</b>	<b>16,824</b>	+	<b>6,689</b> +
Community or Public Service.....	488	897	1,385	+	228 +
Government Service.....	6,888	1,743	8,631	+	7,312 +
Recreation Service.....	55	96	151	—	74 +
Business Service.....	524	306	830	—	83 +
Personal Service.....	454	5,373	5,827	—	694 +
<b>GRAND TOTAL</b> .....	<b>27,291</b>	<b>15,102</b>	<b>42,393</b>	<b>+</b>	<b>2,862</b> +

(<sup>1</sup>) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT DECEMBER 1, 1955 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,033	514	2,547	3,651	1,174	4,825
Clerical workers.....	6,913	4,630	11,543	10,496	21,236	31,732
Sales workers.....	1,387	1,860	3,247	4,155	8,357	12,512
Personal and domestic service workers...	646	5,797	6,443	22,928	14,908	37,836
Seamen.....	55	.....	55	1,085	2	1,087
Agriculture and fishing.....	379	11	390	2,305	219	2,524
Skilled and semiskilled workers.....	13,705	1,381	15,086	83,435	14,773	98,208
Food and kindred products (inc. tobacco).....	49	15	64	1,062	376	1,438
Textiles, clothing, etc.....	126	1,011	1,137	2,716	9,378	12,094
Lumber and wood products.....	8,540	6	8,546	8,889	146	9,035
Pulp, paper (inc. printing).....	45	7	52	755	368	1,123
Leather and leather products.....	31	97	128	845	832	1,677
Stone, clay and glass products.....	9	1	10	282	28	310
Metalworking.....	923	28	951	8,054	712	8,766
Electrical.....	304	15	319	1,132	505	1,637
Transportation equipment.....	41	.....	41	649	36	685
Mining.....	227	.....	227	903	.....	903
Construction.....	926	.....	926	23,187	3	23,190
Transportation(except seamen).....	836	20	856	15,127	82	15,209
Communications and public utility..	32	.....	32	415	3	418
Trade and service.....	169	130	299	2,649	1,349	3,998
Other skilled and semiskilled.....	1,308	44	1,352	12,302	672	12,974
Foremen.....	42	7	49	2,093	267	2,360
Apprentices.....	97	.....	97	2,375	16	2,391
Unskilled workers.....	1,777	776	2,553	66,423	13,183	79,606
Food and tobacco.....	183	219	402	2,716	3,432	6,148
Lumber and lumber products.....	197	6	203	8,737	290	9,027
Metalworking.....	123	24	147	2,949	417	3,366
Construction.....	625	.....	625	32,958	6	32,964
Other unskilled workers.....	649	527	1,176	19,063	9,038	28,101
<b>GRAND TOTAL.....</b>	<b>26,895</b>	<b>14,969</b>	<b>41,864</b>	<b>194,478</b>	<b>73,852</b>	<b>268,330</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 1, 1955**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954
<b>Newfoundland</b>	<b>302</b>	<b>171</b>	<b>287</b>	<b>6,505</b>	<b>3,851</b>	<b>6,745</b>
Corner Brook	8	22	6	1,378	920	1,349
Grand Falls	1	3	1	597	389	509
St. John's	293	146	280	4,530	2,562	4,887
<b>Prince Edward Island</b>	<b>162</b>	<b>306</b>	<b>116</b>	<b>1,539</b>	<b>1,062</b>	<b>1,898</b>
Charlottetown	125	79	114	932	653	1,166
Summerside	37	227	2	607	409	732
<b>Nova Scotia</b>	<b>1,078</b>	<b>1,331</b>	<b>1,515</b>	<b>12,611</b>	<b>11,008</b>	<b>14,346</b>
Amherst	32	14	26	507	397	509
Bridgewater	17	29	138	499	339	553
Halifax	727	893	1,126	3,630	3,359	4,064
Inverness				343	197	328
Kentville	54	97	70	889	575	923
Liverpool	89	121	37	175	128	306
New Glasgow	83	91	18	1,609	1,604	2,678
Springhill		3		466	408	467
Sydney	24	17	54	2,513	2,480	2,514
Truro	42	55	35	890	700	771
Yarmouth	10	11	11	1,090	821	1,233
<b>New Brunswick</b>	<b>949</b>	<b>936</b>	<b>1,111</b>	<b>11,388</b>	<b>8,852</b>	<b>13,858</b>
Bathurst	18	6	11	967	524	1,190
Campbellton	44	28	66	617	481	830
Edmundston	34	25	31	683	374	596
Fredericton	152	364	529	692	503	855
Minto	49	21	10	373	293	342
Moncton	395	305	239	2,882	2,312	3,612
Newcastle	1	12	14	860	614	1215
Saint John	189	138	173	2,690	2,675	3,050
St. Stephen	17	12	14	837	582	1,357
Sussex	19	20	20	309	214	249
Woodstock	31	5	4	478	280	562
<b>Quebec</b>	<b>14,815</b>	<b>16,536</b>	<b>5,621</b>	<b>73,930</b>	<b>60,490</b>	<b>97,834</b>
Asbestos	35	41	23	262	198	413
Beauharnois	34	34	3	396	356	567
Buckingham	12	9	6	459	248	589
Causapscal	360	429	124	754	678	597
Chandler	69	5		279	209	609
Chicoutimi	147	215	227	851	599	920
Dolbeau	194	146	69	303	223	312
Drummondville	48	44	16	1,175	936	1,625
Farnham	68	81	8	719	560	920
Forestville	630	700	52	214	144	244
Gaspé	1	2	26	292	167	377
Granby	23	14	27	1,259	1,049	1,488
Hull	64	52	52	1,732	1,207	2,126
Joliette	237	197	154	1,593	1,215	1,729
Jonquière	64	56	73	952	797	1,181
Lachute	24	28	2	395	248	380
La Malbaie		1	2	354	226	531
La Tuque	2,465	2,523	994	309	247	611
Lévis	44	60	81	1,645	1,289	2,476
Louiseville	37	46	40	273	266	528
Magog	12	20		307	225	
Maniwaki	53	68	5	175	104	320
Matane	100	294	3	464	235	592
Mégantic	13	16	16	535	342	608
Mont-Laurier	8	8	14	257	188	363
Montmagny	27	41	15	593	478	773
Montréal	4,400	5,176	2,019	28,081	24,259	40,472
New Richmond	16	96	12	475	321	637
Port Alfred	438	525	5	310	173	411
Québec	665	798	335	7,808	6,827	8,445
Rimouski	1,459	1,691	37	875	405	1,188
Rivière du Loup	32	27	11	1,058	510	1,299
Roberval	147	115	94	230	173	303
Rouyn	453	367	68	953	775	1,189
Ste-Agathe	41	99	21	375	305	540
Ste-Anne de Bellevue	82	99	21	525	352	742
Ste-Thérèse	39	36	36	813	643	1,016
St-Georges Est	212	252	281	784	685	903
St-Hyacinthe	88	75	50	1,097	821	1,416
St-Jean	88	92	42	955	926	1,114
St-Jérôme	32	40	16	900	625	1,046
St-Joseph d'Alma	77	133	15	932	761	794
Sept Iles	232	232	18	464	225	454
Shawinigan Falls	61	88	21	1,884	1,589	2,115
Sherbrooke	299	187	138	2,260	2,046	3,037
Sorel	18	41	29	746	654	1,959
Thetford Mines	28	30	107	768	647	812
Trois-Rivières	769	833	96	2,480	2,085	3,693



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 1, 1955**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954
<b>Quebec—Con.</b>						
Val d'Or.....	285	328	69	851	595	948
Valleyfield.....	42	53	31	830	765	1,228
Victoriaville.....	43	42	45	948	889	1,209
<b>Ontario.....</b>	<b>12,398</b>	<b>11,677</b>	<b>8,935</b>	<b>79,503</b>	<b>71,383</b>	<b>120,947</b>
Arnprior.....	69	28	19	165	123	226
Barrie.....	64	116	45	890	792	890
Belleville.....	18	13	30	984	833	921
Bracebridge.....	72	42	39	547	393	753
Brampton.....	36	53	7	393	311	390
Brantford.....	71	72	32	1,455	1,493	2,452
Brockville.....	29	28	19	246	215	306
Carleton Place.....	3	1	.....	155	109	168
Chatham.....	41	96	31	1,560	1,195	1,972
Cobourg.....	7	10	5	427	436	459
Collingwood.....	35	8	3	540	495	651
Cornwall.....	137	164	83	1,327	1,183	1,951
Fort Erie.....	59	19	1	564	434	583
Fort Frances.....	6	9	18	321	157	471
Fort William.....	239	391	72	961	704	1,490
Galt.....	68	88	42	603	430	1,136
Gananoque.....	6	13	1	176	136	186
Goderich.....	20	26	16	332	267	408
Guelph.....	87	158	79	910	800	1,246
Hamilton.....	860	747	498	5,052	4,534	10,481
Hawkesbury.....	8	41	21	513	286	539
Ingersoll.....	17	28	234	274	257	505
Kapuskasing.....	39	29	19	533	255	751
Kenora.....	12	39	4	504	241	521
Kingston.....	109	146	133	963	883	879
Kirkland Lake.....	106	96	14	573	408	862
Kitchener.....	115	130	81	1,125	1,017	1,801
Leamington.....	27	25	4	590	306	715
Lindsay.....	61	43	43	535	537	615
Listowel.....	20	12	15	205	145	244
London.....	552	533	769	3,097	2,654	3,326
Midland.....	5	13	6	417	309	690
Napanee.....	3	6	3	328	253	423
New Toronto.....	112	130	67	1,525	1,355	2,056
Niagara Falls.....	125	55	38	1,430	1,075	2,299
North Bay.....	28	68	20	807	628	1,304
Oakville.....	128	195	33	242	169	536
Orillia.....	32	57	13	594	472	736
Oshawa.....	84	61	67	2,289	6,146	3,078
Ottawa.....	1,939	1,503	1,674	2,912	2,464	3,188
Owen Sound.....	40	49	26	1,010	622	1,008
Parry Sound.....	5	4	5	202	109	359
Pembroke.....	143	183	63	952	823	1,02
Perth.....	16	37	18	283	195	34
Peterborough.....	100	65	34	1,624	1,454	2,037
Pictou.....	9	6	2	324	209	314
Port Arthur.....	63	126	93	1,593	1,101	2,411
Port Colborne.....	6	8	10	343	282	566
Prescott.....	10	83	41	343	282	391
Renfrew.....	7	14	16	348	275	430
St. Catharines.....	80	123	92	2,309	1,993	2,617
St. Thomas.....	354	80	403	500	490	1,766
Sarnia.....	66	77	32	1,141	824	2,056
Sault Ste. Marie.....	147	146	42	836	629	2,726
Simcoe.....	19	25	33	463	375	527
Sioux Lookout.....	30	8	10	131	104	159
Smiths Falls.....	19	11	7	304	238	315
Stratford.....	16	45	20	374	288	724
Surgeon Falls.....	15	9	.....	694	689	923
Sudbury.....	174	122	156	1,646	1,128	2,616
Timmins.....	159	74	39	993	938	1,558
Toronto.....	4,142	4,287	2,597	18,457	16,698	26,618
Trenton.....	32	32	53	725	508	802
Walkerton.....	26	40	9	335	227	520
Wallaceburg.....	11	20	4	303	161	552
Welland.....	20	32	9	937	653	1766
Weston.....	532	256	221	962	865	990
Windsor.....	669	391	597	4,040	4,117	11,656
Woodstock.....	39	32	5	267	206	461
<b>Manitoba.....</b>	<b>3,429</b>	<b>1,915</b>	<b>2,853</b>	<b>14,733</b>	<b>11,120</b>	<b>17,253</b>
Brandon.....	194	144	124	1,155	773	1,188
Dauphin.....	12	10	17	673	339	686
Flin Flon.....	49	49	10	194	174	300
Portage la Prairie.....	57	25	63	693	437	645
The Pas.....	9	6	3	102	66	101
Winnipeg.....	3,108	1,681	2,636	11,916	9,331	14,333

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 1, 1955**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954	(1) Dec. 1, 1955	Previous Month Nov. 3, 1955	Previous Year Dec. 2, 1954
<b>Saskatchewan</b> .....	<b>718</b>	<b>807</b>	<b>707</b>	<b>10,651</b>	<b>5,789</b>	<b>9,695</b>
Estevan.....	32	38	16	194	111	210
Moose Jaw.....	128	126	57	1,052	619	974
North Battleford.....	39	28	61	751	358	766
Prince Albert.....	27	60	28	1,047	616	1,392
Regina.....	208	231	135	2,992	1,691	2,178
Saskatoon.....	136	117	285	2,465	1,384	2,379
Swift Current.....	61	62	68	517	221	392
Weyburn.....	26	33	35	283	132	252
Yorkton.....	61	58	22	1,350	657	1,155
<b>Alberta</b> .....	<b>2,834</b>	<b>2,749</b>	<b>1,619</b>	<b>15,716</b>	<b>9,307</b>	<b>15,170</b>
Blairmore.....	44	51	14	290	232	371
Calgary.....	1,369	868	743	5,136	3,487	4,826
Drumheller.....	25	19	15	212	145	150
Edmonton.....	996	1,361	682	6,746	3,634	6,671
Edson.....	61	64	25	263	139	245
Lethbridge.....	197	230	48	1,568	908	1,291
Medicine Hat.....	80	89	55	874	479	1,016
Red Deer.....	62	67	30	627	283	548
Yellowknife (Office closed).....			7			52
	Figures Included with Edmonton			Figures Included with Edmonton		
<b>British Columbia</b> .....	<b>5,179</b>	<b>2,505</b>	<b>3,844</b>	<b>41,754</b>	<b>23,473</b>	<b>43,291</b>
Chilliwack.....	37	42	29	1,586	639	933
Courtenay.....	22	15	13	1,201	301	796
Cranbrook.....	16	38	11	344	170	525
Dawson Creek.....	12	27	13	339	184	308
Duncan.....	34	50	21	1,557	333	477
Kamloops.....	128	84	39	549	321	614
Kelowna.....	16	32	4	494	185	668
Kitimat.....	165	144		114	114	
Mission City.....	20	19	17	1,198	377	711
Nanaimo.....	47	42	7	1,575	588	917
Nelson.....	14	32	15	509	242	820
New Westminster.....	129	126	104	4,089	3,066	4,680
Penticton.....	16	32	1	538	176	428
Port Alberni.....	32	24	11	1,371	314	516
Prince George.....	91	73	61	1,250	787	2,311
Prince Rupert.....	36	40	134	770	572	973
Princeton.....	9	5	2	151	80	150
Trail.....	30	39	15	432	267	612
Vancouver.....	3,993	1,318	3,133	19,001	12,086	22,402
Vernon.....	38	56	15	816	286	929
Victoria.....	267	234	179	2,933	2,068	3,062
Whitehorse.....	27	28	20	357	287	379
<b>Canada</b> .....	<b>41,864</b>	<b>38,933</b>	<b>26,608</b>	<b>268,330</b>	<b>206,335</b>	<b>341,040</b>
Males.....	26,895	24,268	16,104	194,478	136,620	255,811
Females.....	14,969	14,665	10,504	73,852	69,715	85,229

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,548
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,739	84,690	251,744	320,684	207,500	115,870
1953.....	993,406	661,167	332,239	76,913	250,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (11 months).....	800,192	505,851	294,341	62,319	197,409	255,902	161,867	122,695
1955 (11 months).....	884,501	595,633	288,868	62,521	208,648	317,951	163,626	131,755

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS AND WEEKS BENEFIT PAID AND AMOUNT PAID, NOVEMBER 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Number Com-mencing Benefit on Initial and Renewal Claims	Days† Paid, Unemployment Prior to October 2 (Disability Days in Brackets)		Weeks‡ Paid, Unemployment After October 1 (Weeks in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	2.2	1,380	3,295	(11)	9,546	(357)	179,666
Prince Edward Island.....	0.5	307	11	—	2,282	(87)	35,369
Nova Scotia.....	6.5	2,955	886	(33)	29,194	(3,124)	494,249
New Brunswick.....	4.9	2,773	239	—	21,757	(1,780)	364,704
Quebec.....	36.2	19,594	5,299	(286)	160,198	(23,216)	2,648,168
Ontario.....	40.3	17,443	3,540	(203)	169,455	(22,375)	2,896,911
Manitoba.....	6.7	4,197	126	—	29,629	(3,051)	488,987
Saskatchewan.....	3.5	2,618	177	(6)	15,898	(1,585)	263,008
Alberta.....	4.9	3,702	356	—	21,555	(2,089)	360,731
British Columbia.....	12.3	10,092	1,053	(56)	54,942	(5,371)	929,835
Total, Canada, Nov./55.	118.0	65,061	14,982	(595)	514,456	(62,995)	8,661,628
Total, Canada, Oct./55.	111.1	54,981	944,389	(22,831)	280,834	(32,296)	7,535,340
Total, Canada, Nov./54.	207.2†	110,736	4,512,055	(73,727)	.....	.....	14,020,255

\* Based on the number of payment documents for the month.

† Week containing last day of the month.

‡ Under the old Act, payment was made on the basis of "days", whereas under the new scheme the basis is "weekly"



**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, NOVEMBER 1955**

Province and Sex	Duration on the Register (weeks)									November 30, 1954 Total
	Total*	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	219,786†	83,482	26,057	15,759	30,715	9,732	6,732	20,305	6,732	306,609
MALE.....	162,252	68,737	21,159	18,984	20,068	11,271	5,416	3,882	12,735	234,791
FEMALE.....	57,534	14,745	4,898	6,775	10,179	6,444	4,073	2,850	7,570	71,818
Newfoundland.....	5,264	2,130	758	702	700	345	199	111	319	5,445
Male.....	4,859	2,022	711	668	636	308	171	99	244	5,173
Female.....	405	108	47	34	64	37	28	12	75	272
Prince Edward Island....	1,005	414	105	117	131	78	30	33	92	1,279
Male.....	798	361	95	94	94	51	16	28	59	1,032
Female.....	207	53	10	23	37	27	14	10	33	247
Nova Scotia.....	11,547	3,746	1,078	1,273	2,030	1,060	662	518	1,180	14,122
Male.....	9,876	3,412	943	1,072	1,669	860	514	435	971	12,402
Female.....	1,671	334	135	201	361	200	148	83	209	1,720
New Brunswick.....	9,603	3,164	1,453	1,171	1,533	825	479	312	666	12,341
Male.....	7,728	2,710	1,236	900	1,174	630	372	245	461	10,109
Female.....	1,875	454	217	271	359	195	107	67	205	2,232
Quebec.....	64,152	22,925	6,692	7,712	9,834	5,625	3,008	2,103	6,253	92,844
Male.....	44,653	18,038	5,136	5,409	6,367	3,477	1,582	1,088	3,556	67,412
Female.....	19,499	4,887	1,556	2,303	3,467	2,148	1,426	1,015	2,697	25,432
Ontario.....	64,155	23,388	6,146	6,731	8,864	5,967	3,163	2,332	7,564	110,175
Male.....	43,546	17,766	4,466	4,529	5,556	3,642	1,626	1,243	4,718	83,921
Female.....	20,609	5,622	1,680	2,202	3,308	2,325	1,537	1,089	2,846	26,254
Manitoba.....	11,225	4,112	1,453	1,593	1,523	825	464	271	984	14,415
Male.....	8,067	3,286	1,192	1,149	882	519	255	146	638	10,339
Female.....	3,158	826	261	444	641	306	209	125	346	4,076
Saskatchewan.....	8,602	3,201	1,873	1,212	989	427	236	158	506	7,481
Male.....	7,063	2,879	1,682	1,025	683	241	132	81	340	6,156
Female.....	1,539	322	191	187	306	186	104	77	166	1,325
Alberta.....	12,870	6,204	1,993	1,602	1,238	641	311	233	648	13,841
Male.....	10,432	5,505	1,771	1,286	777	353	159	134	447	11,036
Female.....	2,438	699	222	316	461	288	152	99	201	2,805
British Columbia.....	31,363	14,198	4,506	3,646	3,405	1,922	937	656	2,093	34,666
Male.....	25,230	12,758	3,927	2,852	2,230	1,190	589	383	1,301	27,211
Female.....	6,133	1,440	579	794	1,175	732	348	273	792	7,455

\*Disability cases included in totals: November 30, 1955: 2,233 (1,427 males and 811 females); November 30, 1954: 2,768 (1,967 males and 801 females).

†This total is comparable to former totals of ordinary, short-time and temporary lay-off claimants. Claimants are no longer designated as "short-time" or "temporary lay-off", since the provision respecting "allowable earnings" is the same for all claimants, whether or not the employment is with a regular employer.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
NOVEMBER 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,372	3,324	1,048	3,347	1,708	1,639	1,833
Prince Edward Island.....	728	491	237	573	383	190	244
Nova Scotia.....	6,567	4,012	2,555	5,645	3,670	1,975	2,127
New Brunswick.....	6,466	4,329	2,137	5,494	3,351	2,143	2,050
Quebec.....	41,884	26,463	15,421	35,638	24,897	10,741	13,999
Ontario.....	43,708	27,247	16,461	38,340	26,206	12,134	13,096
Manitoba.....	9,063	6,079	2,984	7,646	5,141	2,505	2,192
Saskatchewan.....	7,377	5,044	2,333	5,501	3,583	1,918	2,606
Alberta.....	11,595	7,440	4,155	8,429	5,968	2,461	4,191
British Columbia.....	27,997	16,646	11,351	23,089	17,737	5,352	7,799
Total Canada, November, 1955.....	159,757*	101,075	58,682	133,702†	92,644	41,058	50,137
Total Canada, October, 1955.....	94,744	57,307	37,437	90,778	62,600	28,178	24,082
Total Canada, November, 1954.....	187,744	114,198	73,546	170,406	140,075	30,331	48,751

\* In addition, revised claims received numbered 14,546.

† In addition, 13,996 revised claims were disposed of. Of these, 1,497 were special requests not granted and 853 were appeals by claimants. There were 2,307 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—October.....	3,257,000	3,069,300	187,700
November.....	3,249,000	3,039,900	209,100
December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700
July.....	3,268,000	3,110,900	157,100
August.....	3,281,000	3,141,000	140,000
September.....	3,322,000	3,192,200	129,800
October.....	3,328,000	3,197,700	130,300

\* Ordinary claimants having an unemployment register in the live file on last working day of preceding month.

† Includes supplementary benefit claimants.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

\* Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	107.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF DECEMBER, 1955**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Dec. 1st, 1954	Nov. 1st, 1955	Dec. 1st, 1955					
(1) St. John's, Nfld.....	102.9	104.6	104.5	100.5	109.7	100.5	103.2	110.9
Halifax.....	114.5	114.9	114.7	105.7	124.9	114.5	119.7	119.2
Saint John.....	117.5	117.6	117.7	110.9	127.5	116.2	117.2	124.1
Montreal.....	117.0	117.1	116.7	113.9	136.1	108.0	115.2	116.6
Ottawa.....	117.0	117.7	117.8	110.5	135.9	111.6	116.5	120.8
Toronto.....	118.8	119.0	118.9	110.2	147.7	110.8	115.2	118.8
Winnipeg.....	115.5	116.9	116.9	113.5	126.9	113.1	114.1	119.2
Saskatoon—Regina.....	113.9	115.6	115.7	113.7	118.1	114.7	116.9	116.0
Edmonton—Calgary.....	115.0	115.1	115.1	111.5	121.1	112.9	115.8	117.6
Vancouver.....	118.3	118.6	120.3	115.9	128.0	112.8	131.0	119.6

N.B.—Index above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER,  
1954, 1955†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1955*</b>						
January.....	16†	16	11,106†	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
March.....	7	11	1,778	1,956	13,971	0.02
April.....	16	22	1,821	2,683	25,912	0.03
May.....	9	17	2,237	3,200	40,550	0.05
June.....	21	29	4,510	5,664	47,355	0.06
July.....	19	32	7,869	10,913	96,335	0.12
August.....	14	25	2,494	6,442	92,525	0.11
September.....	16	32	17,957	22,547	212,400	0.25
October.....	11	21	4,737	23,368	378,760	0.45
November.....	11	24	1,624	21,296	379,200	0.45
December.....	4	15	1,179	17,720	340,410	0.41
Cumulative totals.....	148		57,402		1,865,618	0.19
<b>1954</b>						
January.....	26†	26	10,644†	10,644	157,074	0.19
February.....	8	20	779	4,686	52,250	0.06
March.....	12	18	1,184	1,799	14,625	0.02
April.....	24	34	1,651	2,297	25,081	0.03
May.....	8	22	2,062	3,400	31,810	0.04
June.....	20	32	9,502	10,192	86,715	0.10
July.....	16	30	4,461	6,658	54,146	0.06
August.....	8	20	1,207	3,959	48,210	0.06
September.....	14	21	8,597	9,815	127,582	0.15
October.....	21	30	17,965	26,279	310,003	0.37
November.....	11	24	3,897	20,645	326,843	0.39
December.....	6	17	301	12,174	240,861	0.29
Cumulative totals.....	174		62,250		1,475,200	0.15

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, DECEMBER 1955 <sup>(1)</sup>**

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to December 1955					
MINING— Gypsum quarry workers, Hantsport and Wentworth, N.S.	2	400	2,000	Nov. 30	Protesting suspension of a worker for cause; concluded December 6; return of work- ers; in favour of employer.
MANUFACTURING— <i>Metal Products—</i> Structural steel fabricators, Sault Ste. Marie, Ont.	1	(3) 130	2,700	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
Motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers, London, Oshawa, St. Catharines, Toronto and Windsor, Ont.	5	13,800	286,000	Sep. 19	For a new agreement providing for increased wages, term of agreement, form of guaran- teed annual wage and fringe benefits, including extension of insurance and pension plans, following reference to conciliation board; uncon- cluded.
Wire and cable factory workers, Toronto, Ont.	1	1,000	21,000	Sep. 30	For a new agreement providing for increased wages, follow- ing reference to conciliation board; partial return of workers; unconcluded.
Motor truck factory office workers, Chatham, Ont.	1	(4) 173	690	Oct. 20	For a new agreement providing for increased wages and time-and-one-half for over- time, following reference to conciliation board; concluded December 6; negotiations; compromise.
Steel fabricators and erectors and mining machinery factory workers, London, Port Robinson and Welland, Ont.	3	442	9,200	Oct. 26	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, pension and welfare plans, Rand formula for union dues and fringe bene- fits, pending reports of con- ciliation boards; unconcluded
Metal stamping factory workers, La Salle, Ont.	1	110	220	Nov. 26	Alleged discrimination in lay- off of workers; concluded December 2; negotiations; in favour of workers.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Fibrous glass factory workers, Sarnia, Ont.	1	336	4,000	Oct. 6	For a new one-year agreement providing for increased wages, seniority, fringe bene- fits and extension of pension and welfare plans, following reference to conciliation board; concluded December 16; negotiations; compro- mise.
Chemical factory workers, Palo, Sask.	1	27	535	Oct. 22	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, DECEMBER 1955 <sup>(1)</sup>**

Industry, Occupation Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to December 1955—Concluded					
Miscellaneous— Chrome furniture factory workers, Toronto, Ont.	1	70	1,470	Nov. 10	For a union agreement providing for increased wages following reference to conciliation board; unconcluded.
CONSTRUCTION— Buildings and Structures— Carpenters, Dryden, Ont.	1	.....	.....	Nov. 8	For a union agreement providing for increased wages, reduced hours from 49½ to 44 per week with same take-home pay, union shop, four per cent vacation pay and pay for board and room; later information indicates concluded November 25; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Water— Seamen, Saint John, N.B.	1	53	580	Oct. 1	For a new agreement providing for increased wages and overtime rates, following reference to conciliation board; concluded December 15; conciliation, federal, and return of workers pending further negotiations; indefinite.
Strikes and Lockouts Commencing During December 1955					
MANUFACTURING— Vegetable Foods, etc.— Sugar refinery workers, Saint John, N.B.	1	(6) 676	10,800	Dec. 7	For implementation of award of conciliation board for reduced hours from 48 to 44 per week with same take-home pay, union shop and revisions in seniority clauses; concluded December 24; negotiations; compromise.
Textiles, Clothing, etc.— Cotton factory workers, Drummondville, Que.	1	(6) 64	445	Dec. 21	Protesting replacement of a fixer who did not report for work; unconcluded.
Metal Products— Auto parts factory workers, Windsor, Ont.	1	420	450	Dec. 13	Dispute re machine set-up; concluded December 14; negotiations; compromise.
TRADE— Pipe fitting and sprinkler equipment jobbers, Vancouver, B.C.	1	19	320	Dec. 7	For a union agreement providing for increased wages, welfare plan and extension of vacation plan, following reference to conciliation board; unconcluded.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 45 indirectly affected; <sup>(4)</sup> 535 indirectly affected; <sup>(5)</sup> 164 indirectly affected; <sup>(6)</sup> 29 indirectly affected.



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